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DATA DOCUMENTATION FOR NAVY CIVILIAN MANPOWER STUDY(U)  
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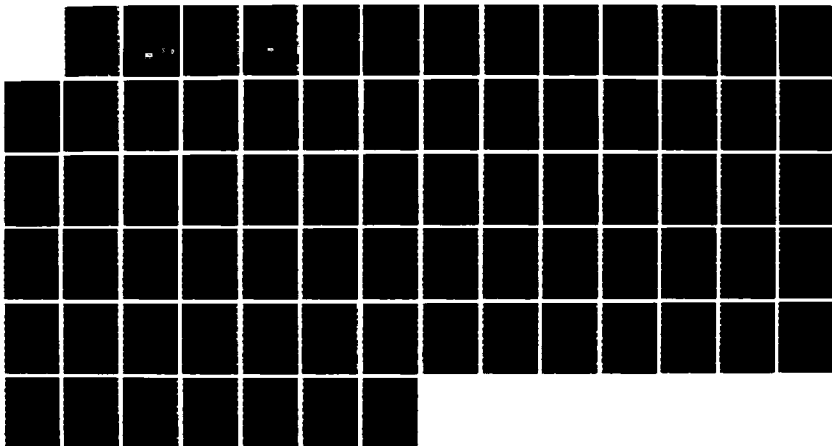
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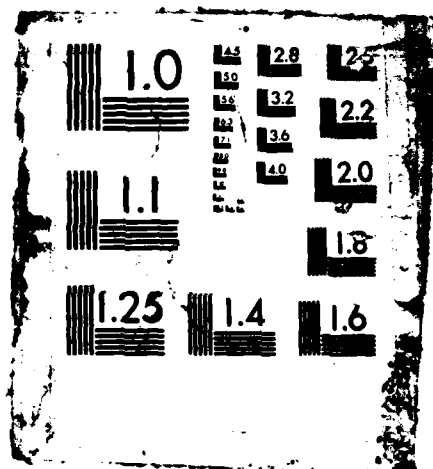
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CRM 86-188 / September 1986

## RESEARCH MEMORANDUM

AD-A178 783

### DATA DOCUMENTATION FOR NAVY CIVILIAN MANPOWER STUDY

Marianne Bowes  
Janet E. Thomason

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APR 07 1987  
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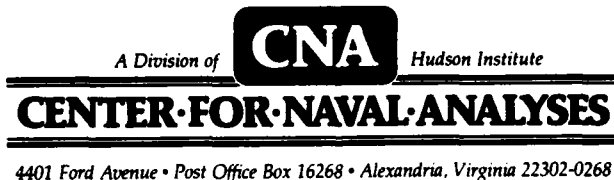
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## DATA DOCUMENTATION FOR NAVY CIVILIAN MANPOWER STUDY

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# ABSTRACT

This research memorandum is intended to serve as a guide to using data to analyze Navy civilian manpower. It describes the construction and analysis of data sets used to compare the supply and demand for civilian employees of the Navy in peacetime and in mobilization. It then provides data sets used to alter the primary data tapes employed and codebooks for the tapes and their revisions. It also provides definitions of terms used in the study.

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## INTRODUCTION

This research memorandum describes the construction and analysis of data sets used to compare the supply and the demand for civilian employees of the Navy, both in peacetime and in mobilization.<sup>1</sup> The results of those comparisons can be found in [1] and [2]. This research memorandum also provides data sets used to alter the primary data tapes employed and codebooks for the tapes and their revisions.

## CONSTRUCTION OF THE DATA SETS

Two data sets, the Civilian Position File (CPF) and the Personnel Automated Data System (PADS) file, are described in the following paragraphs. These data sets were matched at various levels of aggregation to enable comparisons of the supply and demand for Navy civilians during mobilization and in peacetime. However, before this could be accomplished, the data files had to be cleaned and various changes to the original data made.

### Personnel Automated Data System File

The Personnel Automated Data System (PADS) file contains information on every civilian employee of the Navy and Marine Corps. An extract containing some, but not all, of the variables included in PADS was used in the study. The data elements of primary interest were those that permitted comparisons with the CPF data: Unit Identification Code (UIC), pay plan, series, and grade. The PADS file also contains information on which employees are reservists (as well as the Reserve category) and which ones are retired from the military and thus liable for recall to active duty in a mobilization. Table A-1 contains the codebook for the PADS file. Table 1 contains information concerning the original tape.

### Civilian Position File

The Civilian Position File (CPF) contains the data elements found on the Manpower Authorization form (OPNAV Form 1000/2). That form is used to program military billets and civilian positions by activity and, in the case of civilians, by pay plan, occupational series, and grade. Among the data elements included are planned authorizations for the current fiscal year and the 6 succeeding fiscal years (from the Five Year Defense Plan) and mobilization requirements at 1, 2, 3, 6, and 12 months after M-day. Table A-2 contains the codebook for the version of the CPF described in this research memorandum. Improperly coded data were corrected and a clean tape produced. Table 1 contains information

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1. Questions regarding the data can be addressed to the authors or to Mr. Sam Bowser, Office of Civilian Personnel Management, Office of the Secretary of the Navy.



on the tape. Due to the sensitive nature of the data on the CPF,<sup>1</sup> much of the processing and matching of the data sets had to be done on VAXB.

TABLE 1  
ORIGINAL TAPES

PADS	CPF
Location: tape no. 000319	Location: 001191
Label: newPADSseriesort	Label: CPF-sorted
Records: 306,130	Records: 158,366

#### Matching Problems

The first sets of matches were done by occupation, where occupation was represented by series numbers assigned by the Office of Personnel Management. Series numbers have five digits in the CPF data but only four digits in the PADS data, and a number of CPF series had a nonzero first digit. The researchers discovered that all of the five-digit series numbers and some of the four-digit series numbers in the data were obsolete. A list containing the correspondence between old and new series numbers was obtained from OP-646 and is included in table A-3. The file can be found on vaxb::secl:[thomasoj.civmob]oldnewseries.dat. To read the array:

```
Do 10 I=1,432
Read(1,1000)oldseries(I),newseries(I)
10 continue
1000 format(2x,I5,I4)
```

After correcting for obsolete numbers, 548 series numbers matched in the two data sets. Tables A-4 and A-5 contain the titles corresponding to the 548 series numbers found in both the Civilian Position File and the Personnel Automated Data System file. The source is the Occupational Conversion Manual [3]. Many more series numbers exist but were not found in both data sets.

A second set of matches was performed using the Department of the Navy Occupational Level (DONOL) codes. Technically, DONOL codes are five-digit codes in which the first four digits represent occupation and the last digit represents career level. In this report, the term "DONOL code" refers to the four-digit occupation code and "DONOL level" is used to refer to the fifth digit. DONOL code is defined as one or more

---

1. Mobilization requirements at the activity level are classified.

series: thus, there are more series numbers than DONOL codes. DONOL codes are available only on the PADS file. Thus, while processing the files, a data file was created from PADS that matched DONOL codes to series numbers. The file can be found on  
vaxb::secl:[thomasoj.civmob]padsdonols.dat. To read the array:

```

                Do 10 I=1,725
                Read(1,1000)DONOL(I),series(I)
10              continue
1000            format(1x,A4,I4).
```

Table A-6 contains a list of the series and DONOL codes obtained from the PADS file.

Two difficulties arose in assigning DONOL codes to series. First, although some series on each data file could not be matched, these series could fall into DONOL codes that matched. But, if a CPF series number did not appear on the PADS file, then no corresponding DONOL code could be obtained from PADS. The DONOL Code Dictionary was used to obtain DONOL codes for many of the series numbers on the CPF with no match on the PADS file. Table A-7 contains a list of the series and DONOL codes obtained from the Dictionary. This data file can be found on vaxb::secl:[thomasoj.civmob]cpfmoredonols.dat. To read the array:

```

                Do 10 I=1,39
                Read(1,1000)series(I),DONOL(I)
10              continue
1000            format(1x,I4,A4).
```

The second difficulty was that there are a number of series for which grade as well as occupation determines the DONOL code. An algorithm was written that assigned DONOL codes to observations for those occupations where grade is a factor in determining the code (see table A-8). The algorithm can be found in  
vaxb::secl:[thomasoj.civmob]rmdata.dat.

The data sets had 166 matching DONOL codes. Table A-9 contains a list of all 168 DONOL codes and their definitions; two codes, 8007 and 8113, were not found in the data.

A further difficulty in matching the data sets arose when the most disaggregated matches were done: by geographic location (represented by Submitting Office Number (SON)), pay plan, and series. Each SON consists of one or more Unit Identification Codes (UICs). Because the Submitting Office Number was not available on the CPF, the match by geographic location had to begin with a match by UIC. The SONs could then be added from the PADS data. The initial attempt produced many nonmatches. One reason for this result is that many UICs on the CPF are activity UICs (AUICs), whereas most UICs on PADS are parent UICs (PUICs), which are more inclusive. The Master Activity Cross Reference

Listing was used to change nonmatching AUICs on the CPF to PUICs; this improved the match considerably. A list of these AUICs and their corresponding PUICs is contained in table A-10 and can be found on vaxb::secl:[thomasoj.civmob]puics.dat. To read the array:

```
Do 10 I=1,640
Read (#,1000)auic(I),puic(I)
10 continue
1000 format(2(1x,A5))
```

A number of CPF UICs could not be matched to PADS UICs, even after changing the AUICs to PUICs. These UICs could, however, fall into matching SONs. But if a CPF UIC did not appear on the PADS file, then no corresponding SON could be obtained from PADS. A listing of SONs and the UICs they contain was obtained from OP-14 and used to get SONs for UICs on the CPF with no match on the PADS file.

Table A-11 contains a list of SONs and the UICs they contain. The data file, which has both SONs obtained from PADS and those obtained from the listing, can be found on vaxb::secl:[thomasoj.civmob]sonarray.dat. To read the array:

```
Do 10 I = 1,1360
Read(#,1000)uic(I),son(I)
10 continue
1000 format(1x,A5,1x,A4)
```

Table A-12 contains the definitions of the various pay plans. As it shows, there are many pay plans; however, a few of these plans account for most civilian employees of the Navy.

Special circumstances arose regarding workers paid under maritime pay schedules (pay plan WM). Most of these workers are civilian mariners; that is, they work on ships in the Military Sealift Command (MSC) fleet. Civilian mariners are treated differently in the two data sets. On the CPF, they are found in the UICs corresponding to the ships to which they are assigned. All of them have the same occupational series (9820: Boatswain's Mate) and grade (10). On PADS, civilian mariners are assigned to MSC offices in either Bayonne, New Jersey (UIC 62381), or Oakland, California (UIC 62383). Moreover, on the PADS file, they have a wide variety of series (9802 through 9899) and grades (02 through 29); only a small fraction have series 9820.

Because of this difference in the coding of occupations, workers with pay plan WM were excluded from the series match. They were, however, included in the match by DONOL code, since two DONOL codes (4909: Maritime Officer, and 9067: Ship Operator) account for most maritime occupations. In the disaggregate match (SON, pay plan, series), civilian mariners were accounted for by comparing the total number of workers assigned to ships on the CPF with the total number of workers

with payplan WM and UIC 62381 or 62383 on PADS. The remaining workers with pay plan WM (that is, those who are not civilian mariners) were kept in their respective UICs.

Table 2 contains information concerning the cleaned and corrected data tapes.

TABLE 2  
FIXED TAPES

PADS	CPF
Location: tape 001353	Location: tape 000069
Label: Newpadnewsersort	Label: CPFNewseriesPUS
Records: 286,981	Records: 158,287
Contains:	Contains:
New series	Cleaned data
Temporary employees excluded (15,165 records)	New series .
Pay plan = WM written off to:	PUICs (positions 94-98)
Location: disk	Pay plan = WM written off to:
Label: vaxb::secl:[thomasoj. civmob]Newpadswm.dat	Location: disk
Records: 3,984	Label: vaxb::secl:[thomasoj. civmob]CPFWM.dat
See table A-1 for above formats.	Records: 79
	See table A-2 for above formats. Note that PUICs were added in positions 94-98.

#### DEFINITIONS

Peacetime demand for Navy civilians equals the number of positions authorized for the current fiscal year from the CPF. Peacetime supply of Navy civilians equals the current inventory of civilian employees from the PADS file. At the sponsor's request, two groups were excluded from the inventory: foreign nationals and temporary employees. Neither of these groups is likely to be mobilized. Because these two groups are part of the peacetime work force, however, peacetime shortages could be overstated.

The demand for workers during mobilization equals the requirements at M+1 (or M+12) from the CPF. No changes were made to the requirements data, even though the mobilization requirements on the CPF are generally thought to be too low. The supply of workers during mobilization equals the peacetime supply, as defined above, minus two groups:  
(1) reservists and (2) retired military personnel aged 60 or younger.

Reservists represent all reserve categories, including those with a code of 'v' if they are 60 or younger; retired military have annuitant codes of 2, 3, 4, or 5. The inventory showed 12,799 reservists and 19,856 annuitants. Five hundred and sixty-one of these workers were both reservists and annuitants.

The comparisons thus represent full mobilization rather than partial mobilization in which only Ready Reservists would be called into active duty. It was assumed that all reservists would leave their civilian jobs immediately (that is, the yield ratios given in [4] were not applied), and that retired members of the military over age 60 would not be mobilized [4].

No adjustments to mobilization supply were made for current employees being drafted or for new employees being hired. Although wartime draft deferments for Navy civilians have existed in the past, it is not clear whether such deferments would be given during a future mobilization. The assumption of no new hires seems reasonable for M+1--even if new employees were hired, they would not be very productive initially--but is less plausible as the war progresses. New hires would, of course, alleviate shortages, but it is difficult to estimate the rate at which hiring could occur.

#### REFERENCES

- [1] CNA Research Memorandum 86-131, "Shortages of Navy Civilians During Mobilization," by Marianne Bowes and Janet Thomason, Unclassified, May 1986
- [2] CNA Research Memorandum 86-134, "A Comparison of the Supply of and Demand for Navy Civilians," by Marianne Bowes and Janet Thomason, Confidential, Jun 1986
- [3] U.S. Department of Defense, Office of the Assistant Secretary of Defense, Manpower, Installations and Logistics, DOD 1312.1-M, "Occupational Conversion Manual: Enlisted/Officer/Civilian," Sep 1984
- [4] U.S. Department of the Navy, Office of the Chief of Naval Operations, Instruction S3061.1B, "The Navy Capabilities and Mobilization Plan," 3 Oct 1984

APPENDIX A  
CODEBOOKS AND DATA

## APPENDIX A CODEBOOKS AND DATA

This appendix provides codebooks for the data tapes; the arrays and algorithm used to alter the data; and tables defining the series, DONOL codes, and pay plans found in the data sources.

Table A-1 is a codebook for the PADS file. Table A-2 is a codebook for the CPF.

Table A-3 contains the correspondence between old and new series numbers.

Tables A-4 and A-5 contain the titles corresponding to the 548 series numbers found in the CPF and the PADS file. Many more series numbers exist but were not found in both data sets.

Table A-6 contains a list of the series and DONOL codes obtained from the PADS file. Table A-7 contains a list of the series and DONOL codes obtained from the DONOL code dictionary. Table A-8 provides the algorithm that assigned DONOL codes to observations for those occupations where grade is a factor in determining the code.

Table A-9 contains a list of all 168 DONOL codes and their definitions. All but two of them, 8007 and 8113, were found in the data.

Table A-10 contains a list of the AUICs on the CPF that were changed, and their corresponding PUICs.

Table A-11 contains a list of SONs and the UICs they contain.

Table A-12 contains the definitions of the various pay plans.



TABLE A-1

## CODEBOOK FOR PADS

<u>Field</u>	<u>Position</u>	<u>Definition</u>
MC	1-2	Major Claimant Codes
		80 Immediate Office of the Secretary
		09 Navy Department staff offices
		10 Department of the Navy field offices
		11 Office of the Chief of Naval Operations
		14 Office of Naval Research
		15 Naval Intelligence Command
		18 Naval Medical Command
		19 Naval Air Systems Command
		22 Naval Military Personnel Command
		23 Naval Supply Systems Command
		24 Naval Sea Systems Command
		25 Naval Facilities Engineering Command
		27 Marine Corps
		30 Special Projects Office
		33 Military Sealift Command
		37 Chief of Naval Material
		39 Naval Electronic Systems Command
		60 Commander in Chief, U.S. Atlantic Fleet
		61 Commander in Chief, U.S. Naval Forces Eur
		62 Chief of Naval Education and Training
		63 Naval Telecommunications Command
		65 Office of the Oceanographer of the Navy
		69 Naval Security Group Command
		70 Commander in Chief, U.S. Pacific Fleet
		72 Chief of Naval Reserve
		78 Director of Laboratory Programs

TABLE A-1 (Continued)

<u>Field</u>	<u>Position</u>	<u>Definition</u>
UIC	3-7	Unit Identification Code A unique number assigned by the Comptroller of the Navy to identify activities. NOTE: Transactions with a new UIC must not be submitted to PADS until the PADS customer services unit has been notified.
FILLER	8	
DONOL	9-12	Department of the Navy Occupational Level (see table A-9)
PAYPLAN	13-14	Pay plan (see table A-12)
GRADE	15-16	Grade A rating in a graduated scale for federal civilian positions that is established and designed within a specified pay plan by law or regulation.
SERIES	17-20	Occupation Series A number assigned by OPM for all occupational facilities/series (see tables A-4 and A-5).
ANNUITANT	21-22	Annuitant Indicator The status of an annuitant appointed to a position in the federal civilian service 1 - reemployed annuitant 2 - retired uniformed service officer 3 - retired uniformed service enlisted member 4 - retired uniformed service officer and reemployed annuitant 5 - retired uniformed service enlisted member and reemployed annuitant 9 - not applicable

TABLE A-1 (Continued)

<u>Field</u>	<u>Position</u>	<u>Definition</u>
SEX	23-24	The sex of the employee
AGE	25-26	Age in years
GSA-LOC	27-28	GSA location code A code to identify the location of duty station to which an employee is assigned as set forth in GSA publication "Worldwide Geographical Location Codes."
POSITION STATUS	29-30	The tenure of a position occupied by a full-time employee. P - Permanent position: one that has been established without time limit, or for a limited period of a year or more, or which has been occupied for a year or more regardless of the intent when established. T - Temporary position: one that has been established for a limited period of less than a year and that has not been occupied for more than a year.
RES-DMDC	31-32	Reserve - DMDC R - Individual Ready Reserves S, T, U - Selected Reserves V - Retired Reserves Y - Standby Reserves
SON	33-36	Submitting Office Number

TABLE A-1 (Continued)

<u>Field</u>	<u>Position</u>	<u>Definition</u>
MGD	37-38	<p>Minority Group Designator</p> <p>A code used to designate a person's race or national origin</p> <p>A - American Indian or Alaska native</p> <p>B - Asian or Pacific Islander</p> <p>C - Black not of Hispanic origin</p> <p>D - Hispanic</p> <p>E - White not of Hispanic origin</p> <p>F - Asian Indian</p> <p>G - Chinese</p> <p>H - Filipino</p> <p>J - Guamanian</p> <p>K - Hawaiian</p> <p>L - Japanese</p> <p>M - Korean</p> <p>N - Samoan</p> <p>P - Vietnamese</p> <p>Q - All other Asian or Pacific Islanders</p> <p>Y - Not Hispanic in Puerto Rico</p>
SUPV	39-40	<p>Supervisory/Non-Supervisory indicator</p> <p>Identifier of civilian positions ranging from trainee through managerial. See appendix C for codes.</p>
STEP	41-42	<p>One of the incremental rates of basic pay authorized by a pay plan for a specific grade or level of a position.</p>
LEN-SER	43-44	<p>Length of service</p>

TABLE A-1 (Continued)

<u>Field</u>	<u>Position</u>	<u>Definition</u>
PAY-BASIS	45-46	<p>The principle condition in terms of time or service upon which a rate of pay is based</p> <p>PA - per annum or per service year</p> <p>PM - per month</p> <p>PS - per school year</p> <p>PH - per hour</p> <p>WC - without compensation</p> <p>FB - fee basis</p> <p>PD - per diem</p>
SALARY	47-58	<p>The rate of monetary compensation applicable to a position according to a specified pay schedule or other authority.</p> <p>A. For employees paid on an hourly or per diem basis (PH or PD only). Enter salary in dollars and cents preceded by zeroes, as necessary, to fill the five positions (e.g., \$3.52 would be 00352).</p> <p>B. For employees paid on other than hourly or per diem basis enter salary in dollars only, rounded to nearest dollar and preceded by zeroes as necessary to fill the five positions (e.g., \$125.62 would be 00126).</p> <p>C. Report basic salary only. Do not give night differentials.</p> <p>D. For personnel paid in foreign currency, convert to the equivalent U.S. dollar.</p> <p>E. Enter zeroes for employees serving without compensation.</p>
DONOL-LEVEL	59-60	DONOL level - Skill level of an employee

TABLE A-1 (Continued)

<u>Field</u>	<u>Position</u>	<u>Definition</u>
		Definitions of DONOL Levels
		DONOL level    White-collar employees    Blue-collar employees
		1                    GS 01-04 equivalent    Apprentice
		2                    GS 05-08 equivalent    Semiskilled laborer
		3                    GS 09-12 equivalent    Journeyman
		4                    GS 13-15 equivalent    Progressman, leader, etc.
		5                    Executive                Supervisor
CITIZENSHIP	61-62	A code indicating the employee's status with respect to the country of which he/she is a citizen
		1 - U.S. citizen
		8 - Non-U.S. citizen
COUNT	63-66	Number of records with identical data

TABLE A-2

## RECORD LAYOUT FOR CPF TAPES 001191 and 00069

<u>Field</u>	<u>Position</u>	<u>Description</u>
ACODE	1-10	<p>Activity Code</p> <p>The first four positions of a 10-digit code represent activity type. The second four positions represent hull number, if ship; squadron code, if aircraft squadron; a unique number within type, type, if shore establishment. The last two positions represent component code and contain zero, if parent activity; or contain the values 01 through 98, 99 if personnel accounting only.</p>
ANAME	11-26	<p>Activity short name</p> <p>Abbreviated version of the activity long name, to be used on reports where space is a factor.</p>
AUIC	27-31	<p>FYDP unit ident code</p> <p>Identifies the UIC the Navy Cost Information (NCIS) assigned a program element for planning and budgeting purposes.</p>
CLMT	32-35	<p>Claimant-Major/Sub</p> <p>Identifies the office, bureau, or command assigned the responsibility to manage the military manpower requirements.</p>
GEOLOC	36-43	<p>Geographic location code</p> <p>Identifies a geographic location related to an activity. Each activity will have a maximum of three associated geographic location codes; these are (1) actual geographic location code (denotes the actual physical location of a mobile or deployable activity), (2) homeport geographic location code (denotes the location of the activity or the homeport of a ship), (3) enlisted entitlement geographic location code</p>

TABLE A-2 (Continued)

<u>Field</u>	<u>Position</u>	<u>Description</u>
		(denotes the geographic location code to be used in the calculations of PCS monies).
TRANS DATE	44-49	Transaction date A generated 6-position numeric field containing the year, month, and day sequence (YYMMDD) when the last successful update occurred.
EFF DATE	50-53	Effective begin date A 4-position numeric field indicating the date a phase record containing changes to data becomes effective. 0000 indicates current date on the base record.
POSITION	54-93	Billet/position title Plain text description of the billet/position.
PSC (tape 001191) or PUIC (tape 00069)	94-98	Billet/position seq. code (tape 001191) or parent UIC (tape 00069) Controls the sequence of billet/position records within an activity and serves as identification of a particular billet/position.
PS	99	Position status F = full-time P = part-time
HS	100	Hire flag A 1-position generated field indicating the kind of hire; U.S. or foreign.
PPLN	101-102	Civilian payplan/grade A system or schedule authorized by appropriate authorization such as statutes, executive orders, and regulations of the OPM or other agency, establishing and governing rates of pay for civilian employees. The paygrade is a rate within a



TABLE A-2 (Continued)

<u>Field</u>	<u>Position</u>	<u>Description</u>
		graduated scale for federal civilian positions that is established and designed within a specified pay plan by law or regulation.
OCCSER	103-107	Occupational series code A code assigned by Office of Personnel Management for all occupational families and series. This code is determined in the NMRS process for civilian position.
GRADE	108-109	Grade (see PPLN)
BOC	110-112	Billet occupational code A code to link manpower spaces to required function capability to define tasks performed/required by the billet/position. "BOC is defined in OPNAVINST 5310.12."
Blank	113-115	---
CSR	116-120	Current standards reqmnt. The number of billets/positions required based on current standards produced by NMRS.
BA	121-125	Billet/positions auth. The billet/positions approved by the Chief of Naval Operations for current or projected operating conditions.
TOTAL PLN AUTH		A series of totals reflecting planned authorization of manpower at the end of the CFY through FY6
CFY	126-130	Current fiscal year (1985)
FY1	131-135	FY+1
FY2	136-140	FY+2
FY3	141-145	FY+3
FY4	146-150	FY+4

TABLE A-2 (Continued)

<u>Field</u>	<u>Position</u>	<u>Description</u>
FY5	151-155	FY+5
FY6	156-160	FY+6
TOTAL-MOBILIZATION		Series or totals representing the organizational manning or mobilization requirements for different states in the mobilization implementation up to M+12 months.
M+1	161-165	1st month
M+2	166-170	2nd month
M+3	171-175	3rd month
M+6	176-180	6th month
M+12	181-185	12th month

TABLE A-3

## OLD AND NEW SERIES NUMBERS

<u>Old</u>	<u>New</u>	<u>Old</u>	<u>New</u>	<u>Old</u>	<u>New</u>
1	5201	2619	2601	3108	3105
8	6	2636	2601	3110	3105
9	6	2641	2601	3113	3105
27	1161	2643	2601	3121	7010
316	301	2644	2601	3124	3609
324	301	2645	2601	3151	3105
330	334	2650	2610	3153	3105
488	401	2651	2601	3156	7306
504	503	2654	2604	3158	3105
520	501	2660	2601	3165	7010
541	511	2661	2604	3180	3105
547	561	2663	2608	3181	3105
605	610	2669	2601	3183	3105
684	682	2676	2610	3184	3105
80	801	2678	2601	3202	3611
954	950	2681	3314	3203	3611
960	950	2690	2608	3204	4370
1045	1040	2691	2601	3303	3359
1047	1040	2692	2601	3305	3359
1081	1035	2693	2601	3308	3306
1085	1035	2698	2601	3351	3301
1241	950	2708	4015	3354	3359
1659	1601	2802	2801	3355	3359
1666	1601	2804	2801	3357	3359
1860	1801	2806	2610	3361	3359
1891	1884	2808	2610	3365	3359
1893	1802	2809	2854	3370	3301
1899	1801	2840	2801	3372	3301
1901	1910	2842	2854	3373	3359
2090	2001	2851	2801	3376	3359
2507	2502	2859	2801	3382	3301
2509	2501	2861	2801	3403	3401
2510	2501	2864	2854	3406	3401
2513	2501	2866	2854	3407	3401
2549	2501	2871	2801	3410	3401
2551	2501	2873	2854	3411	3431
2559	2502	2877	2801	3412	3401
2603	2601	2879	2801	3413	3401
2605	2601	2881	2801	3419	3431
2607	2604	2882	2801	3430	3401
2609	2601	2883	2801	3443	3401
2612	2601	2886	2801	3462	3401
2613	2610	2890	2801	3475	3401
2614	2604	2901	3901	3503	3566
2615	2601	2902	3941	3504	5003
2616	2601	2949	3901	3542	7009
2617	2610	3104	3105	3554	3501
2618	2601				

TABLE A-3 (Continued)

<u>Old</u>	<u>New</u>	<u>Old</u>	<u>New</u>	<u>Old</u>	<u>New</u>
3562	5003	4432	4401	4846	4801
3563	5003	4433	4401	5004	4754
3565	3566	4442	4401	5021	5001
3576	3501	4443	4401	5206	5201
3608	3601	4451	4401	5212	3511
3704	3830	4452	4454	5213	5201
3706	3701	4461	4401	5308	5301
3709	3701	4501	4360	5311	3817
3710	3741	4502	4360	5314	5301
3713	7009	4503	4361	5315	5352
3714	3701	4504	4361	5319	5378
3752	3703	4505	4361	5328	5352
3759	3701	4553	4351	5344	5378
3765	3701	4554	4361	5346	5301
3767	3725	4603	4717	5348	5378
3782	3708	4606	4717	5353	5301
3803	3801	4609	4604	5360	5352
3805	3801	4611	4604	5371	5352
3810	3801	4613	4604	5382	5301
3814	3801	4614	4605	5404	5401
3843	3806	4619	4601	5405	5402
3844	3806	4621	4604	5411	5401
3853	3806	4622	4601	5417	7009
3860	3809	4643	4601	5422	5401
3908	3901	4652	4605	5425	5026
3909	3901	4657	4601	5431	5401
3913	9004	4658	4601	5436	5401
3914	3901	4667	4639	5449	5401
3954	3901	4702	4701	5451	5406
3956	9003	4703	4701	5452	4741
3957	3901	4704	4701	5469	5402
4011	4001	4705	4701	5470	4741
4012	4001	4706	4701	5480	5415
4013	4001	4707	4749	5501	5201
4142	4101	4712	3314	5504	5201
4143	4101	4740	4819	5505	5201
4202	4201	4743	4701	5709	5705
4203	3610	4747	4701	5710	5725
4207	4204	4748	4714	5715	5701
4303	4352	4751	4701	5717	5725
4412	4401	4752	4749	5718	5716
4418	4401	4755	4701	5719	5716
4423	4401	4756	4701	5722	5210
4427	4401	4758	4701	5730	5701
4428	4401	4803	4801	5732	5701
4429	4401	4804	4801	5748	5701
4430	4401	4810	4801	5749	3602

TABLE A-3 (Continued)

<u>Old</u>	<u>New</u>	<u>Old</u>	<u>New</u>	<u>Old</u>	<u>New</u>	<u>Old</u>	<u>New</u>
5751	5701	5932	9801	7003	7001	5932	9801
5752	5701	5933	9801	7007	7001	5933	9801
5755	5703	5945	5725	7069	7001	5945	5725
5756	5703	5950	9805	7351	9887	5950	9805
5758	5701	5951	9899	7355	7306	5951	9899
5762	5701	5982	9801	7465	7408	5982	9801
5768	5701	5984	9801	7501	9893	5984	9801
5802	5801	6001	5701	7504	9893	6001	5701
5804	5803	6002	5736	7602	6914	6002	5736
5805	5803	6003	5736	7604	3105	6003	5736
5807	5803	6004	5737	7605	5201	6004	5737
5809	5801	6006	5701	7606	5201	6006	5701
5814	5801	6101	5701	7642	5201	6101	5701
5818	5801	6102	5701	7652	6914	6102	5701
5828	5823	6104	5701	7655	6814	6104	5701
5851	5801	6105	3106	7701	5048	6105	3106
5867	3809	6106	3546	7703	5048	6106	3546
5871	5801	6150	5738	7704	5048	6150	5738
5873	5801	6201	5701	7706	5048	6201	5701
5878	5378	6202	5701	8274	8255	6202	5701
5901	9801	6203	5352	8278	8255	6203	5352
5902	9801	6204	3820	8452	5201	6204	3820
5903	9801	6206	5701	8455	5201	6206	5701
5905	9801	6207	5701	8459	5201	6207	5701
5906	9894	6208	5701	8501	8801	6208	5701
5907	9801	6248	5701	8501	8801	6248	5701
5908	9801	6249	5701	8554	8801	6249	5701
5909	9801	6251	5701	8582	8801	6251	5701
5911	9801	6253	5352	8601	8601	6253	5352
5912	9801	6512	6501	8685	6511	6512	6501
5913	9801	6514	6501	8701	8801	6514	6501
5914	9801	6552	6502	8705	8801	6552	6502
5915	9895	6609	6501	8707	6511	6609	6501
5916	9801	6643	6601	8755	8801	6643	6601
5917	9898	6651	6601	8801	8801	6651	6601
5918	9898	6701	6901	8803	8801	6701	6901
5919	9898	6702	6901	8806	8801	6702	6901
5921	9896	6703	6901	8851	8801	6703	6901
5922	9801	6705	6910	8853	8801	6705	6910
5923	9801	6908	6907	8854	8852	6908	6907
5925	9801	6951	6907	8855	8852	6951	6907
5926	9859	6954	6901	8859	7006	6954	6901
5927	9801	6960	6907	8872	8852	6960	6907
5928	9801	6961	6907	8879	8801	6961	6907
5929	9898	6962	6907	8895	8801	6962	6907
5930	9801	6964	6904	9094	9001	6964	6904
5931	9801	6966	6901	44250	4402	6966	6901
				44254	4401		

TABLE A-3 (Continued)

<u>Old</u>	<u>New</u>
44255	4401
44256	4401
44258	4401
44260	4401
44901	1152
47251	4701
54253	5419
74250	7401

TABLE A-4

## GENERAL SCHEDULE (WHITE-COLLAR) SERIES

Series no.	Position title
0006	Correctional Institution Administration
0007	Correctional Officer
0018	Safety & Occupational Health Management
0019	Safety Technician
0020	Community Planning
0021	Community Planning Technician
0026	Park Technician
0028	Environmental Protection Specialist
0029	Environmental Protection Assistant
0030	Sports Specialist
0050	Funeral Directing
0062	Clothing Design
0080	Security Administration
0081	Fire Protection & Prevention
0083	Police
0085	Guard
0099	General Science Student Trainee
0101	Social Science
0102	Social Science Aid & Technician
0105	Social Insurance Administration
0110	Economist
0131	International Relations
0132	Intelligence
0134	Intelligence Aid & Clerk
0150	Geography
0160	Civil Rights Analysis
0170	History
0180	Psychology
0181	Psychology Aid & Technician
0185	Social Work
0186	Social Services Aid & Assistant
0187	Social Services
0188	Recreation
0189	Recreation Aid & Assistant
0201	Personnel Management
0203	Personnel Clerical & Assistance
0204	Military Personnel Clerical & Technician
0205	Military Personnel Management
0212	Personnel Staffing
0221	Position-Classification
0223	Salary & Wage Administration
0230	Employee Relations

TABLE A-4 (Continued)

Series no.	Position title
0233	Labor Relations
0235	Employee Development
0246	Contractor Industrial Relations
0260	Equal Employment Opportunity
0301	Miscellaneous Administration & Program
0302	Messenger
0303	Miscellaneous Clerk & Assistant
0304	Information Receptionist
0305	Mail & File
0309	Correspondence Clerk
0312	Clerk-Stenographer & Reporter
0313	Work Unit Supervising
0318	Secretary
0319	Closed Microphone Reporter
0322	Clerk-Typist
0332	Computer Operation
0334	Computer Specialist
0335	Computer Clerk & Assistant
0340	Program Management
0341	Administrative Officer
0342	Support Services Administration
0343	Management Analysis
0344	Management Clerical & Assistance
0345	Program Analysis
0346	Logistics Management
0350	Equipment Operator
0351	Printing Clerical
0355	Calculating Machine Operation
0356	Data Transcriber
0357	Coding
0359	Electric Accounting Machine Operation
0361	Equal Opportunity Assistance
0362	Electric Accounting Machine Project Planning
0382	Telephone Operating
0385	Teletypist
0388	Cryptographic Equipment Operation
0389	Radio Operating
0390	Communications Relay Operation
0391	Communications Management
0392	General Communications
0393	Communications Specialist
0394	Communications Clerical
0401	General Biological Science



TABLE A-4 (Continued)

Series no.	Position title
0403	Microbiology
0404	Biological Technician
0405	Pharmacology
0408	Ecology
0413	Physiology
0414	Entomology
0440	Genetics
0457	Soil Conservation
0460	Forestry
0462	Forestry Technician
0480	General Fish & Wildlife Administration
0486	Wildlife Biology
0493	Home Economics
0501	Financial Administration & Program
0503	Financial Clerical & Assistance
0505	Financial Management
0510	Accounting
0511	Auditing
0525	Accounting Technician
0530	Cash Processing
0540	Voucher Examining
0544	Payroll
0545	Military Pay
0560	Budget Analysis
0561	Budget Clerical & Assistance
0590	Time & Leave
0599	Accounting Student Trainee
0601	General Health Science
0602	Medical Officer
0603	Physician's Assistant
0610	Nurse
0620	Practical Nurse
0621	Nursing Assistant
0622	Medical Supply Aide & Technician
0625	Autopsy Assistant
0630	Dietician & Nutritionist
0631	Occupational Therapist
0633	Physical Therapist
0636	Rehabilitation Therapy Assistant
0638	Recreation/Creative Arts Therapist
0644	Medical Technologist
0645	Medical Technician
0646	Pathology Technician
0647	Diagnostic Radiologic Technologist

TABLE A-4 (Continued)

Series no.	Position title
0648	Therapeutic Radiologic Technologist
0649	Medical Machine Technician
0660	Pharmacist
0661	Pharmacy Technician
0662	Optometrist
0665	Speech Pathology & Audiology
0667	Orthotist & Prosthetist
0669	Medical Record Librarian
0670	Health System Administration
0671	Health System Specialist
0673	Hospital Housekeeping Management
0675	Medical Record Technician
0679	Medical Clerk
0681	Dental Assistant
0682	Dental Hygiene
0683	Dental Laboratory Aid & Technician
0690	Industrial Hygiene
0698	Environmental Health Technician
0699	Health Aid & Technician
0701	Veterinary Medical Science
0801	General Engineering
0802	Engineering Technician
0803	Safety Engineering
0804	Fire Prevention Engineering
0806	Materials Engineering
0807	Landscape Architecture
0808	Architecture
0809	Construction Control
0810	Civil Engineering
0817	Surveying Technician
0818	Engineering Drafting
0819	Environmental Engineering
0830	Mechanical Engineer
0840	Nuclear Engineering
0850	Electrical Engineering
0855	Electronics Engineering
0856	Electronics Technician
0858	Biomedical Engineering
0861	Aerospace Engineering
0871	Naval Architecture
0873	Ship Surveying
0881	Petroleum Engineering
0892	Ceramic Engineering

TABLE A-4 (Continued)

Series no.	Position title
0893	Chemical Engineering
0894	Welding Engineering
0895	Industrial Engineering Technician
0896	Industrial Engineering
0899	Engineering & Architecture Student Trainee
0905	General Attorney
0930	Hearings & Appeals
0945	Clerk of Court
0950	Paralegal Specialist
0962	Contact Representative
0963	Legal Instruments Examining
0986	Legal Clerk & Technician
0990	General Claims Examining
0992	Loss & Damage Claims Examining
0995	Dependents & Estates Claims Examining
0998	Claims Clerical
1001	General Arts & Information
1010	Exhibits Specialist
1015	Museum Curator
1016	Museum Specialist & Technician
1020	Illustrating
1021	Office Drafting
1035	Public Affairs
1040	Language Specialist
1046	Language Clerical
1051	Music Specialist
1060	Photography
1071	Audio-Visual Production
1082	Writing & Editing
1083	Technical Writing & Editing
1084	Visual Information
1087	Editorial Assistance
1101	General Business & Industry
1102	Contract & Procurement
1103	Industrial Property Management
1104	Property Disposal
1105	Purchasing
1106	Procurement Clerical & Assistance
1107	Property Disposal Clerical & Technician
1130	Public Utilities Specialist
1144	Commissary Store Management
1150	Industrial Specialist
1152	Production Control
1163	Insurance Examining

TABLE A-4 (Continued)

Series no.	Position title
1170	Realty
1171	Appraising & Assessing
1173	Housing Management
1176	Building Management
1221	Patent Adviser
1301	General Physical Science
1306	Health Physics
1310	Physics
1311	Physical Science Technician
1313	Geophysics
1315	Hydrology
1320	Chemistry
1321	Metallurgy
1330	Astronomy & Space Science
1340	Meteorology
1341	Meteorological Technician
1350	Geology
1360	Oceanography
1361	Navigational Information
1370	Cartography
1371	Cartographic Technician
1372	Geodesy
1373	Land Surveying
1374	Geodetic Technician
1384	Textile Technology
1386	Photographic Technology
1399	Physical Science Student Trainee
1410	Librarian
1411	Library Technician
1412	Technical Information Services
1420	Archivist
1421	Archives Technician
1515	Operations Research
1520	Mathematics
1521	Mathematics Technician
1529	Mathematical Statistician
1530	Statistician
1531	Statistical Assistant
1550	Computer Science
1599	Mathematical Science Student Trainee
1601	General Facilities & Equipment
1640	Facility Management
1654	Printing Management
1658	Laundry & Dry Cleaning Plant Management

TABLE A-4 (Continued)

Series no.	Position title
1667	Steward
1670	Equipment Specialist
1701	General Education & Training
1702	Education & Training Technician
1710	Education & Vocational Training
1712	Training Instruction
1720	Education Program
1801	General Inspection, Investigation, & Compliance
1802	Compliance Inspection & Support
1810	General Investigating
1811	Criminal Investigating
1815	Air Safety Investigating
1890	Customs Inspection
1895	Customs Warehouse Officer
1910	Quality Assurance
1960	Quality Inspection
2001	General Supply
2003	Supply Program Management
2005	Supply Clerical & Technician
2010	Inventory Management
2030	Distribution Facilities & Storage Management
2032	Packaging
2050	Supply Cataloging
2091	Sales Store Clerical
2101	Transportation Specialist
2102	Transportation Clerk & Assistant
2130	Traffic Management
2131	Freight Rate
2132	Travel
2134	Shipment Clerical and Assistance
2135	Transportation Loss & Damage Claims Examining
2144	Cargo Scheduling
2150	Transportation Operations
2151	Dispatching
2152	Air Traffic Control
2161	Marine Cargo
2181	Aircraft Operation

TABLE A-5

## WAGE BOARD (BLUE-COLLAR) SERIES

Series no.	Position title
2501	Miscellaneous Wire Communication Equipment Installation & Maint.
2502 <sup>a</sup>	Telephone Mechanic
2504	Wire Communications Cable Splicing
2508	Communications Line Installing & Repairing
2511	Wire Communications Equipment Installing & Repairing
2601	Miscellaneous Electronic Equipment Installation & Maint.
2602 <sup>a</sup>	Electronic Measurement Equipment Mechanic
2604 <sup>a</sup>	Electronics Mechanic
2606 <sup>a</sup>	Electronic Industrial Controls Mechanic
2608 <sup>a</sup>	Electronic Digital Computer Mechanic
2610	Electronic Integrated Systems Mechanic
2801	Miscellaneous Electrical Installation & Maintenance
2805 <sup>a</sup>	Electrician
2810 <sup>a</sup>	Electrician (High Voltage)
2854 <sup>a</sup>	Electrical Equipment Repairing
2892 <sup>a</sup>	Aircraft Electrical Systems Installing & Repairing
3105 <sup>a</sup>	Fabric Working
3106	Upholstering
3111	Sewing Machine Operating
3301	Miscellaneous Instrument Maintenance
3306 <sup>a</sup>	Optical Instrument Repairing
3309	Timekeeping Instrument Repairing
3314 <sup>a</sup>	Instrument Making
3359 <sup>a</sup>	Instrument Mechanic
3401	Miscellaneous Machine Tool Work
3414 <sup>a</sup>	Machining
3416 <sup>a</sup>	Tool Making
3417 <sup>a</sup>	Tool Grinding
3422	Power Saw Operating
3428	Die Sinking
3431	Machine Tool Operating
3501	Miscellaneous Manual Labor
3502	Laboring
3506	Student Aid
3507	Deckhand-Sailor
3511	Laboratory Working
3515	Laboratory Support Working
3543	Stevedoring
3546	Railroad Repairing

TABLE A-5 (Continued)

Series no.	Position title
3566	Custodial Working
3601	Miscellaneous Masonry, Plastering & Roofing
3602	Cement Finishing
3603 <sup>a</sup>	Masonry
3604	Tile Setting
3605 <sup>a</sup>	Plastering
3606	Roofing
3609	Floor Covering Installing
3610 <sup>a</sup>	Insulating
3611	Glazing
3653	Asphalt Working
3701	Miscellaneous Metal Processing
3702	Flame/Arc Cutting
3703 <sup>a</sup>	Welding
3707	Metallizing
3708	Metal Process Working
3711 <sup>a</sup>	Electroplating
3712 <sup>a</sup>	Heat Treating
3716	Leadburning
3725	Battery Repairing
3727	Buffing & Polishing
3735	Metal Phototransferring
3736	Circuit Board Making
3741 <sup>a</sup>	Furnace Operating
3769	Shot Peening Machine Operating
3801 <sup>a</sup>	Miscellaneous Metal Work
3802 <sup>a</sup>	Metal Forging
3804 <sup>a</sup>	Coppersmithing
3806 <sup>a</sup>	Sheet Metal Mechanic
3807	Structural/Ornamental Iron Working
3808 <sup>a</sup>	Boiler Making
3809 <sup>a</sup>	Mobile Equipment Metal Mechanic
3815	Pneumatic Tool Operating
3816	Engraving
3817 <sup>a</sup>	Locksmithing
3820 <sup>a</sup>	Shipfitting
3830	Blacksmithing
3869	Metal Forming Machine Operating
3872	Metal Tube Making, Installing & Repairing
3910	Motion Picture Projection
3911	Sound Recording Equipment Operating
4101 <sup>a</sup>	Miscellaneous Painting & Paperhanging
4102 <sup>a</sup>	Painting
4104a	Sign Painting

TABLE A-5 (Continued)

Series no.	Position title
4201	Miscellaneous Pipefitting
4204 <sup>a</sup>	Pipefitting
4206 <sup>a</sup>	Plumbing
4255	Fuel Distribution System Mechanic
4301	Miscellaneous Plastic Work
4351 <sup>a</sup>	Plastic Molding Equipment Operating
4352 <sup>a</sup>	Plastic Fabricating
4360 <sup>a</sup>	Rubber Products Molding
4361	Rubber Equipment Repairing
4371	Plaster Pattern Casting
4373 <sup>a</sup>	Molding
4400	Supv. Printing Worker
4401	Miscellaneous Printing & Reproduction
4402	Bindery Working
4405	Film Assembly-Stripping
4406	Letterpress Operating
4414	Offset Photography
4416	Plate Making
4417	Offset Press Operating
4419	Silk Screen Making & Printing
4601	Miscellaneous Woodwork
4602	Blocking & Bracing
4604	Wood Working
4605 <sup>a</sup>	Wood Crafting
4607 <sup>a</sup>	Carpentry
4616 <sup>a</sup>	Patternmaking
4618 <sup>a</sup>	Woodworking Machine Operating
4639 <sup>a</sup>	Timber Working
4654	Form Block Making
4701 <sup>a</sup>	Miscellaneous General Maintenance & Operations Work
4714 <sup>a</sup>	Model Making
4715	Exhibits Making/Modeling
4716	Railroad Car Repairing
4717 <sup>a</sup>	Boat Building & Repairing
4737	General Equipment Mechanic
4741	General Equipment Operating
4742	Utility System Repairing-Operating
4746	Experimental Mechanical Equipment Repairer
4749	Maintenance Mechanic
4801	Miscellaneous General Equipment Maintenance
4802	Musical Instrument Repairing
4805	Medical Equipment Repairing
4806 <sup>a</sup>	Office Appliance Repairing
4812	Saw Reconditioning



TABLE A-5 (Continued)

Series no.	Position title
4819	Bowling Equipment Repairing
4839	Film Processing Equipment Repairing
4840 <sup>a</sup>	Tool & Equipment Repairing
4844	Bicycle Repairing
4845	Orthopedic Appliance Repairing
4848	Mechanical Parts Repairing
4850	Bearing Reconditioning
4855	Domestic Appliance Repairing
5003	Gardening
5026	Pest Controlling
5048	Animal Caretaking
5201	Miscellaneous Occupations
5205	Gas & Radiation Detecting
5210 <sup>a</sup>	Rigging
5220 <sup>a</sup>	Shipwright
5221	Lofting
5235	Test Range Tracking
5301 <sup>a</sup>	Miscellaneous Fixed Industrial Equipment Maintenance
5306 <sup>a</sup>	Air Conditioning Equipment Mechanic
5309 <sup>a</sup>	Heating & Boiler Plant Equipment Mechanic
5310	Kitchen/Bakery Equipment Repairing
5313	Elevator Mechanic
5317	Laundry & Dry Cleaning Equipment Repairing
5323	Oiling & Greasing
5334 <sup>a</sup>	Marine Machinery Mechanic
5350 <sup>a</sup>	Production Machinery Mechanic
5352 <sup>a</sup>	Industrial Equipment Mechanic
5364	Door Systems Mechanic
5378	Powered Support Systems Mechanic
5401	Miscellaneous Fixed Industrial Equipment Operation
5402 <sup>a</sup>	Boiler Plant Operating
5403	Incinerator Operating
5406	Utility Systems Operating
5407 <sup>a</sup>	Electric Power Controlling
5408	Sewage Disposal Plant Operating
5409	Water Treatment Plant Operating
5412	Coal Unloader Operating
5413	Fuel Distribution System Operating
5415	Air Conditioning Equipment Operating
5419	Stationary-Engine Operating
5423	Sandblasting
5427	Chemical Plant Operating
5430	Drawbridge Operating
5433	Gas Generating Plant Operating

TABLE A-5 (Continued)

Series no.	Position title
5438	Elevator Operating
5439	Testing Equipment Operating
5455	Paper Pulping Machine Operating
5473	Oil Reclamation Equipment Operating
5478	Portable Equipment Operating
5479	Dredging Equipment Operating
5485	Aircraft Weight & Balance Operating
5486	Swimming Pool Operating
5701	Miscellaneous Mobile Industrial Equipment Operating
5703	Motor Vehicle Operating
5704	Fork Lift Operating
5705	Tractor Operating
5706	Road Sweeper Operating
5716	Engineering Equipment Operating
5723	Boat Operating
5724	Ship Operating
5725	Crane Operating
5736	Braking-Switching & Conducting
5737	Locomotive Engineering
5738	Railroad Maintenance Vehicle Operating
5767	Airfield Clearing Equipment Operating
5801	Miscellaneous Mobile Industrial Equipment Maintenance
5803 <sup>a</sup>	Heavy Mobile Equipment Mechanic
5806	Mobile Equipment Servicing
5823 <sup>a</sup>	Automotive Mechanic
5876 <sup>a</sup>	Electromotive Equipment Mechanic
6501	Miscellaneous Ammunition, Explosives & Toxic Materials
6502	Explosives Operating
6505	Munitions Destroying
6511	Missile/Toxic Materials Handling
6517	Explosives Test Operating
6605	Artillery Repairing
6610	Small Arms Repairing
6641 <sup>a</sup>	Ordnance Equipment Mechanic
6652 <sup>a</sup>	Aircraft Ordnance Systems Mechanic
6656	Special Weapons Systems Mechanic
6901	Miscellaneous Warehousing
6904	Tools & Parts Attending
6907	Warehouse Working
6910	Materials Expediting
6912	Materials Sorting & Classifying
6914	Store Working
6968	Aircraft Freight Loading
7001	Miscellaneous Packing Processing

TABLE A-5 (Continued)

Series no.	Position title
7002	Packing
7004	Preservation Packaging
7005	Processing Inspecting
7006	Preservation Servicing
7009	Equipment Cleaning
7301	Miscellaneous Laundry & Dry Cleaning
7304	Laundry Working
7305	Laundry Machine Operating
7306	Pressing
7307	Dry Cleaning
7401	Miscellaneous Food Preparation & Serving
7402	Baking
7404	Cooking
7407	Meatcutting
7408	Food Service Working
7601	Miscellaneous Merchandising & Personal Services
7603	Barbering
8201	Miscellaneous Fluid Systems
8255	Pneudraulic Systems Mechanic
8268 <sup>a</sup>	Aircraft Pneudraulic Systems Mechanic
8602 <sup>a</sup>	Aircraft Engine Mechanic
8610	Small Engine Mechanic
8801	Miscellaneous Aircraft Overhaul
8807	Aircraft Propellor/Rotor Mechanic
8852 <sup>a</sup>	Aircraft Mechanic
8862	Aircraft Servicing
8863	Aircraft Tire Mounting
8882	Airframe Test Operating
9001	Miscellaneous Film Processing
9003	Film Assembling & Repair
9004	Motion Picture Developing/Printing Machine Operating
9801	Miscellaneous Vessel Jobs
9820	Boatswain's Mate
9893	Orderly
9894	Deckhand-Seaman
9896	Pilot

<sup>a</sup> Trades authorized for apprenticeship

TABLE A-6

## DONOLS OBTAINED FROM PADS

Series	DONOL	Series	DONOL	Series	DONOL
6	4959	260	4170	430	2208
7	7096	301	4905	437	2208
18	4953	302	6393	440	2208
19	5981	303	6394	457	2208
20	3932	304	6394	460	2208
21	5981	305	6393	462	5981
26	5981	309	6394	480	2208
28	4959	312	6083	486	2208
29	5981	313	6083	493	2208
30	4959	316	0	499	7999
50	4959	318	6084	501	4033
62	4959	319	6083	503	5471
0	4957	322	6082	504	4033
81	7095	332	5573	505	4033
83	7097	334	4541	510	3024
85	7096	335	5573	511	3024
95	3932	340	4905	525	5471
99	7999	341	4905	530	6186
101	3932	342	4905	540	6185
102	5981	343	4950	544	6186
105	4959	344	5498	545	6186
110	3932	345	4951	560	4033
131	3932	346	4339	561	5471
132	4642	350	6391	561	5471
134	6394	351	6394	590	6186
150	3932	355	6391	599	7999
160	4134	356	6301	601	3727
170	3932	357	6394	602	3626
180	3907	359	6301	603	5185
181	5981	361	5472	605	3525
184	3932	362	5573	610	3525
185	3932	382	6394	620	5185
186	5981	385	6082	621	5187
187	4959	388	5980	622	5187
188	4959	389	5980	625	5187
189	5981	390	5980	630	3727
193	3932	391	4956	631	3727
199	7999	392	5980	633	3727
201	4134	393	4956	636	5187
203	5472	394	6394	638	3727
204	5483	401	2208	644	3727
205	4952	403	2208	645	5185
212	4134	404	5981	646	5185
221	4134	405	2208	647	5185
223	4134	408	2208	648	5185
230	4134	413	2208	649	5185
233	4134	414	2208	660	3727
235	4134			661	5185
246	4906				

TABLE A-5 (Continued)

Series	DONOL	Series	DONOL	Series	DONOL	Series	DONOL
662	3727	945	4959	1310	2205	945	4959
665	3727	950	3228	1311	1064	950	3228
667	5165	962	5977	1313	2203	962	5977
669	5165	963	5977	1315	2203	963	5977
670	4959	986	5977	1320	2201	986	5977
671	4959	990	5977	1321	2202	990	5977
673	4959	992	5977	1330	2206	992	5977
675	5165	995	5977	1340	2206	995	5977
679	6303	998	6304	1341	1064	998	6304
681	5166	1001	4847	1350	2203	1001	4847
682	5166	1010	5676	1360	2204	1010	5676
683	5166	1015	3932	1361	4959	1015	3932
690	3727	1016	5676	1370	2206	1016	5676
698	5165	1020	4844	1371	1064	1020	4844
699	5167	1021	6394	1372	2203	1021	6394
701	2208	1035	4846	1373	2206	1035	4846
801	2320	1040	4847	1374	1064	1040	4847
802	1062	1045	0	1384	2201	1045	0
803	2320	1046	6394	1386	2206	1046	6394
804	2320	1051	4847	1389	7999	1051	4847
806	2320	1060	5675	1410	3931	1060	5675
807	2320	1071	4847	1411	5981	1071	4847
808	2309	1081	0	1412	4845	1081	0
809	5370	1082	4847	1420	3931	1082	4847
810	2312	1083	4845	1421	5676	1083	4845
817	1062	1084	4844	1515	2423	1084	4844
818	1060	1087	6394	1520	2421	1087	6394
819	2312	1101	4906	1521	5978	1101	4906
830	2317	1102	4235	1529	2422	1102	4235
840	2319	1103	4235	1530	2422	1103	4235
850	2314	1104	4235	1531	5978	1104	4235
855	2315	1105	5369	1550	2453	1105	5369
856	1061	1106	5369	1599	7999	1106	5369
858	2320	1107	6299	1601	4338	1107	6299
861	2310	1130	4906	1640	4959	1130	4906
871	2313	1140	4906	1654	4958	1140	4906
873	4959	1144	4906	1658	4959	1144	4906
881	2320	1150	4338	1667	4959	1150	4338
892	2311	1152	4338	1670	4338	1152	4338
893	2311	1163	4959	1701	3330	1163	4959
894	2318	1170	4907	1702	5981	1170	4907
895	1063	1171	4907	1710	3330	1171	4907
896	2316	1173	4907	1712	4954	1173	4907
899	7999	1176	4907	1720	3330	1176	4907
904	3228	1221	3229	1722	3330	1221	3229
905	3228	1301	2206	1725	3330	1301	2206
930	4959	1306	2206	1740	3330	1306	2206

TABLE A-6 (Continued)

<u>Series</u>	<u>DONOL</u>	<u>Series</u>	<u>DONOL</u>	<u>Series</u>	<u>DONOL</u>	<u>Series</u>	<u>DONOL</u>
1750	3330	2619	0	2619	0	3609	8922
1755	3330	2643	0	2643	0	3610	8640
1801	4743	2650	8004	2650	8004	3611	9087
1802	5981	2663	0	2663	0	3653	9087
1810	4743	2801	9087	2801	9087	3701	9087
1811	4743	2802	8109	2802	8109	3702	9087
1815	4743	2805	8109	2805	8109	3703	8323
1890	4743	2806	0	2806	0	3707	9087
1895	5981	2808	0	2808	0	3708	9087
1910	4338	2809	0	2809	0	3711	8325
1960	5368	2810	8111	2810	8111	3712	9087
2001	5370	2854	8109	2854	8109	3714	0
2003	4336	2892	8112	2892	8112	3716	8327
2005	6289	3105	8915	3105	8915	3725	9087
2010	4336	3106	8915	3106	8915	3727	8327
2030	4336	3111	9087	3111	9087	3735	9087
2032	5370	3203	0	3203	0	3736	9087
2050	5370	3301	8917	3301	8917	3741	8327
2091	6392	3305	0	3305	0	3769	9087
2101	4337	3306	8917	3306	8917	3782	0
2102	6299	3309	8917	3309	8917	3801	8429
2130	4337	3314	8917	3314	8917	3802	8434
2131	5370	3355	0	3355	0	3804	8429
2132	6187	3359	8917	3359	8917	3805	8434
2134	6288	3401	8221	3401	8221	3806	8429
2135	5370	3414	8219	3414	8219	3807	8434
2144	5370	3416	8220	3416	8220	3808	8430
2150	4337	3417	8221	3417	8221	3809	8434
2151	6299	3422	9087	3422	9087	3812	9087
2152	4955	3428	8221	3428	8221	3815	8434
2154	5370	3431	9087	3431	9087	3816	8434
2161	4337	3443	8219	3443	8219	3817	8434
2181	4959	3501	9087	3501	9087	3820	8432
2501	8901	3502	9087	3502	9087	3830	8434
2502	8901	3506	9087	3506	9087	3843	0
2504	8901	3507	9067	3507	9067	3854	8434
2508	8901	3511	9087	3511	9087	3858	9087
2509	8901	3515	9087	3515	9087	3860	0
2511	8901	3543	9087	3543	9087	3869	8434
2601	8004	3546	9087	3546	9087	3872	0
2602	8002	3566	9087	3566	9087	3895	0
2604	8004	3601	8922	3601	8922	3910	9035
2606	8004	3602	8922	3602	8922	3911	9035
2608	8004	3603	8922	3603	8922	4101	8837
2610	8004	3604	8922	3604	8922	4102	8837
2614	0	3605	8922	3605	8922	4104	8837
2617	8004	3606	8922	3606	8922	4201	8641

TABLE A-6 (Continued)

Series	DONOL	Series	DONOL	Series	DONOL	Series	DONOL
4202	0	4740	0	5352	8964	5352	8964
4203	8640	4741	9061	5364	9087	5364	9087
4204	8641	4742	8954	5371	8964	5371	8964
4206	8642	4745	0	5378	8964	5378	8964
4255	8641	4746	8987	5401	9061	5401	9061
4301	9087	4747	0	5402	9061	5402	9061
4351	8944	4749	8954	5403	9061	5403	9061
4352	8944	4752	0	5406	9061	5406	9061
4360	9087	4801	8987	5407	9060	5407	9060
4361	9087	4802	8987	5408	9061	5408	9061
4371	8944	4803	0	5409	9061	5409	9061
4373	8326	4805	8955	5411	0	5411	0
4400	8945	4806	8955	5412	9061	5412	9061
4401	8945	4812	8434	5413	9061	5413	9061
4402	8945	4819	9087	5415	9061	5415	9061
4405	8945	4839	9087	5419	9061	5419	9061
4406	8945	4840	9087	5423	9061	5423	9061
4414	8945	4841	9087	5427	9061	5427	9061
4416	8945	4844	9087	5430	9061	5430	9061
4417	8945	4845	8955	5433	9061	5433	9061
4419	8945	4848	9087	5438	9061	5438	9061
4425	9087	4850	9087	5439	9061	5439	9061
4427	6391	4855	9087	5451	9061	5451	9061
4430	8945	5003	9087	5452	0	5452	0
4443	8945	5026	9087	5455	9061	5455	9061
4451	8945	5029	9087	5473	9061	5473	9061
4503	0	5048	9087	5478	9061	5478	9061
4504	0	5201	9087	5479	9061	5479	9061
4601	8753	5205	9087	5485	9061	5485	9061
4602	9087	5210	8987	5486	9061	5486	9061
4604	8753	5212	0	5701	9063	5701	9063
4605	8748	5220	8751	5702	9063	5702	9063
4606	0	5221	8987	5703	9063	5703	9063
4607	8750	5235	9087	5704	9063	5704	9063
4609	8753	5301	8964	5705	9063	5705	9063
4614	0	5306	8956	5706	9063	5706	9063
4616	8752	5309	8959	5716	9063	5716	9063
4618	8753	5310	8959	5723	9067	5723	9067
4639	8753	5311	8434	5724	4909	5724	4909
4654	8753	5313	8959	5725	9063	5725	9063
4701	9087	5315	0	5736	9063	5736	9063
4712	0	5317	9087	5737	9063	5737	9063
4714	8987	5323	9087	5738	9063	5738	9063
4715	8748	5328	0	5751	9063	5751	9063
4716	9087	5330	8964	5762	9063	5762	9063
4717	8753	5334	8964	5767	9063	5767	9063
4737	8954	5350	8964	5801	9087	5801	9087

Table A-3 (Continued)

Series	DONOL	Series	DONOL	Series	DONOL	Series	DONOL
5802	0	7401	9079	7401	9079	9821	9067
5803	8966	7402	9079	7402	9079	9823	9067
5806	8966	7404	9079	7404	9079	9825	9067
5818	8965	7407	9079	7407	9079	9826	4235
5823	8965	7408	9079	7408	9079	9827	4909
5828	8965	7601	9081	7601	9081	9828	4909
5851	8966	7602	9081	7602	9081	9830	4909
5876	8966	7603	9081	7603	9081	9831	9067
5878	8964	7706	9087	7706	9087	9832	9067
5903	0	8201	8583	8201	8583	9833	9067
5906	9067	8255	8583	8255	8583	9834	9067
5921	9067	8268	8583	8268	8583	9835	9067
6006	9063	8278	0	8278	0	9836	9067
6248	8964	8455	0	8455	0	9837	9067
6501	9073	8582	0	8582	0	9838	9067
6502	9073	8602	8585	8602	8585	9839	9067
6505	9073	8610	8987	8610	8987	9840	9067
6511	9073	8801	8586	8801	8586	9841	9067
6517	9073	8807	8584	8807	8584	9843	9067
6605	8974	8852	8586	8852	8586	9845	9067
6610	8974	8853	8586	8853	8586	9846	9067
6641	8974	8855	0	8855	0	9847	9067
6652	8974	8862	9087	8862	9087	9848	9067
6656	8974	8863	9087	8863	9087	9849	9067
6701	0	8862	8586	8862	8586	9850	0
6705	0	9003	9087	9003	9087	9851	9067
6901	9076	9004	9087	9004	9087	9852	9067
6904	9076	9094	0	9094	0	9853	9067
6907	9076	9802	4909	9802	4909	9854	9067
6910	8975	9803	0	9803	0	9855	9067
6912	9076	9804	4909	9804	4909	9856	9067
6914	9081	9805	4909	9805	4909	9859	9067
6967	0	9806	4909	9806	4909	9860	9067
6968	9076	9807	4909	9807	4909	9861	9067
7001	9083	9808	4909	9808	4909	9862	9067
7002	9077	9809	9067	9809	9067	9863	9067
7004	9083	9810	9067	9810	9067	9865	9067
7005	0	9811	9067	9811	9067	9866	9067
7006	9083	9812	9067	9812	9067	9869	9067
7007	9083	9813	9067	9813	9067	9870	9067
7009	8982	9814	9067	9814	9067	9871	9067
7010	9077	9815	9067	9815	9067	9872	9067
7301	9078	9816	6084	9816	6084	9873	0
7304	9078	9817	9067	9817	9067	9874	9067
7305	9078	9818	0	9818	0	9875	9067
7306	9078	9819	9067	9819	9067	9876	9067
7307	9078	9820	9067	9820	9067	9877	9067



TABLE A-6 (Continued)

<u>Series</u>	<u>DONOL</u>
9878	9067
9879	9067
9880	9067
9881	9067
9882	9067
9883	0
9885	9067
9888	9067
9889	4909
9890	4909
9891	9067
9892	9067
9893	9067
9894	9067
9895	9067
9896	4909
9898	4909
9899	4909

TABLE A-7

## DONOLS OBTAINED FROM DICTIONARY

<u>Series</u>	<u>DONOL</u>
60	3932
72	4957
90	5981
106	4959
120	4959
130	3932
190	3932
222	4134
354	6391
360	4743
410	2208
421	5981
434	2208
436	2208
512	3024
526	5471
570	4959
593	5471
642	5165
680	3626
688	4959
890	2320
967	4959
1056	4847
1160	4906
1210	4743
1380	1064
1812	4743
1855	5981
1896	7097
2121	4953
2125	4953
4407	8945
5001	9087
5707	9063
7405	9079
9887	9067
9893	9067
9894	9067

TABLE A-8

## ALGORITHM FOR ASSIGNING DONOL CODES

```

IF(OCCSER.EQ.2101)THEN
  IF((GRADE.NE.'0A'.AND.GRADE.GT.'10') .OR. PPLN.EQ.'ES')THEN
    DONOL='4337'
  ELSE
    DONOL='5370'
  ENDIF
ELSEIF(OCCSER.EQ.1152)THEN
  IF((GRADE.NE.'0A'.AND.GRADE.GT.'10') .OR. PPLN.EQ.'ES')THEN
    DONOL='4338'
  ELSE
    DONOL='5370'
  ENDIF
ELSEIF(OCCSER.EQ.1670)THEN
  IF((GRADE.NE.'0A'.AND.GRADE.GT.'10') .OR. PPLN.EQ.'ES')THEN
    DONOL='4338'
  ELSE
    DONOL='5370'
  ENDIF
ELSEIF(OCCSER.EQ.1010)THEN
  IF((GRADE.NE.'0A'.AND.GRADE.GT.'10') .OR. PPLN.EQ.'ES')THEN
    DONOL='4844'
  ELSE
    DONOL='5676'
  ENDIF
ELSEIF(OCCSER.EQ.1016)THEN
  IF((GRADE.NE.'0A'.AND.GRADE.GT.'10') .OR. PPLN.EQ.'ES')THEN
    DONOL='4844'
  ELSE
    DONOL='5676'
  ENDIF
ELSEIF(OCCSER.EQ.1020)THEN
  IF((GRADE.NE.'0A'.AND.GRADE.GT.'10') .OR. PPLN.EQ.'ES')THEN
    DONOL='4844'
  ELSE
    DONOL='5674'
  ENDIF
ELSEIF(OCCSER.EQ.301)THEN
  IF((GRADE.NE.'0A'.AND.GRADE.GT.'10') .OR. PPLN.EQ.'ES')THEN
    DONOL='4905'
  ELSE
    DONOL='5498'
  ENDIF
ELSEIF(OCCSER.EQ.393)THEN
  IF((GRADE.NE.'0A'.AND.GRADE.GT.'10') .OR. PPLN.EQ.'ES')THEN
    DONOL='4956'
  ELSE
    DONOL='5980'
  ENDIF
ELSEIF(OCCSER.EQ.1106)THEN
  IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
    DONOL='5369'
  ELSE
    DONOL='6290'
  ENDIF
ELSEIF(OCCSER.EQ.2102)THEN
  IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN

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TABLE A-8 (Continued)

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        DONOL='5370'
    ELSE
        DONOL='6299'
    ENDIF
ELSEIF(OCCSER.EQ.2131)THEN
    IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
        DONOL='5370'
    ELSE
        DONOL='6299'
    ENDIF
ELSEIF(OCCSER.EQ.2151)THEN
    IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
        DONOL='5370'
    ELSE
        DONOL='6299'
    ENDIF
ELSEIF(OCCSER.EQ.503)THEN
    IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
        DONOL='5471'
    ELSE
        DONOL='6185'
    ENDIF
ELSEIF(OCCSER.EQ.561)THEN
    IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
        DONOL='5471'
    ELSE
        DONOL='6185'
    ENDIF
ELSEIF(OCCSER.EQ.203)THEN
    IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
        DONOL='5472'
    ELSE
        DONOL='6302'
    ENDIF
ELSEIF(OCCSER.EQ.361)THEN
    IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
        DONOL='5472'
    ELSE
        DONOL='6302'
    ENDIF
ELSEIF(OCCSER.EQ.204)THEN
    IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
        DONOL='5483'
    ELSE
        DONOL='6394'
    ENDIF
ELSEIF(OCCSER.EQ.303)THEN
    IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
        DONOL='5498'
    ELSE
        DONOL='6394'
    ENDIF
ELSEIF(OCCSER.EQ.344)THEN
    IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
        DONOL='5498'
    ELSE

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TABLE A-8 (Continued)

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DONOL='6394'
ENDIF
ELSEIF(OCCSER.EQ.335)THEN
IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
DONOL='5573'
ELSE
DONOL='6301'
ENDIF
ELSEIF(OCCSER.EQ.1421)THEN
IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
DONOL='5676'
ELSE
DONOL='6394'
ENDIF
ELSEIF(OCCSER.EQ.963)THEN
IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
DONOL='5977'
ELSE
DONOL='6304'
ENDIF
ELSEIF(OCCSER.EQ.986)THEN
IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
DONOL='5977'
ELSE
DONOL='6304'
ENDIF
ELSEIF(OCCSER.EQ.1531)THEN
IF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
DONOL='5978'
ELSE
DONOL='6394'
ENDIF
ELSEIF(OCCSER.EQ.1107)THEN
IF((GRADE.NE.'0A'.AND.GRADE.GT.'05') .OR. PPLN.EQ.'ES')THEN
DONOL='5370'
ELSE
DONOL='6299'
ENDIF
ELSEIF(OCCSER.EQ.2005)THEN
IF((GRADE.NE.'0A'.AND.GRADE.GT.'05') .OR. PPLN.EQ.'ES')THEN
DONOL='5370'
ELSE
DONOL='6289'
ENDIF
ELSEIF(OCCSER.EQ.501)THEN
IF((GRADE.NE.'0A'.AND.GRADE.GT.'10') .OR. PPLN.EQ.'ES')THEN
DONOL='4033'
ELSEIF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN
DONOL='5471'
ELSE
DONOL='6185'
ENDIF
ELSEIF(OCCSER.EQ.1001)THEN
IF((GRADE.NE.'0A'.AND.GRADE.GT.'10') .OR. PPLN.EQ.'ES')THEN
DONOL='4847'
ELSEIF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN

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TABLE A-8 (Continued)

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      DONOL='5676'  
ELSE  
      DONOL='6394'  
ENDIF  
ELSEIF(OCCSER.EQ.2001)THEN  
  IF((GRADE.NE.'0A'.AND.GRADE.GT.'10') .OR. PPLN.EQ.'ES')THEN  
    DONOL='4336'  
  ELSEIF((GRADE.NE.'0A'.AND.GRADE.GT.'04') .OR. PPLN.EQ.'ES')THEN  
    DONOL='5370'  
  ELSE  
    DONOL='6289'  
  ENDIF  
ENDIF  
ENDIF
```

TABLE A-9

## DEPARTMENT OF NAVY OCCUPATIONAL LEVEL (DONOL) CODES

DONOL code	Title
1060	Engineering Drafting
1061	Electronics Technician
1062	Engineering Technician
1063	Industrial Engineering Technician
1064	Physical Science Technician
2201	Chemist
2202	Metallurgist
2203	Geology and Geophysics
2204	Oceanographer
2205	Physicist
2206	Physical Science NEC
2208	Biological Science
2309	Architect
2310	Aerospace Engineer
2311	Chemical Engineer
2312	Civil Engineer
2313	Naval Architect
2314	Electrical Engineer
2315	Electronic Engineer
2316	Industrial Engineer
2317	Mechanical Engineer
2318	Welding Engineer
2319	Nuclear Engineer
2320	Engineering NEC
2421	Mathematician
2422	Statistician
2432	Operations Research Analyst
2453	Computer Scientist
3024	Accountant
3228	Lawyer
3229	Patent Advisor
3330	Educator
3525	Professional Nurse
3626	Physician/Dentist
3727	Health Professional NEC
3907	Psychologist
3931	Librarian
3932	Professional NEC
4033	Financial Management
4134	Personnel Management
4170	Equal Opportunity

TABLE A-9 (Continued)

DONOL code	Title
4235	Procurement Management
4336	Supply Management
4337	Transportation Management
4338	Production Management
4339	Logistics Management
4541	Computer Specialist
4642	Intelligence Specialist
4743	Investigators and Examiners
4844	Visual Information
4845	Technical Writer
4846	Public Affairs
4847	Arts and Information Specialist NEC
4905	General Management and Administration
4906	Business Manager and Specialist
4907	Real Estate Management
4909	Maritime Officer
4950	Management Analyst
4951	Program Analysis
4952	Military Personnel Management
4953	Safety Management
4954	Instructor
4955	Air Traffic Control
4956	Communications Administration
4957	Security Administration
4958	Printing Management
4959	Manager and Administration NEC
5165	Medical Technician
5166	Dental Technician
5167	Medical Attendant
5368	Quality Inspector
5369	Procurement Technician
5370	Logistics Technician NEC
5471	Accounting Technician
5472	Civilian Personnel Technician
5483	Military Personnel Technician
5498	Management Technician
5573	Computer Technician and Operation
5674	Illustrator
5675	Photographer
5676	Information Worker NEC
5977	Legal Relation Worker
5978	Statistical and Mathematics Assistant
5980	Communication Equipment
5981	Technician NEC



TABLE A-9 (Continued)

DONOL code	Title
6082	Typist
6083	Stenographer
6084	Secretary
6185	Accounting Clerk
6186	Payroll Clerk
6187	Travel Clerk
6288	Shipping Clerk
6289	Supply Clerk
6290	Procurement Clerk
6299	Logistics Clerk NEC
6301	Computer Clerk
6302	Personnel Clerk
6303	Medical Clerk
6304	Legal Clerk
6391	Office Machine Operator
6392	Sales Worker
6393	Mail and Messenger
6394	Clerical NEC
7095	Firemen
7096	Guard
7097	Police and Detectives
7999	Student Trainee
8002	Instrument Mechanic
8004	Electronics Mechanic
8007	Electronic Mechanic NEC
8109	Electrician
8111	High Voltage Electrician
8112	Aircraft Electrician
8113	Electrician NEC
8219	Machinist
8220	Toolmaker
8221	Machine Tool Operator NEC
8323	Welder
8325	Electroplater
8326	Molder
8327	Metal Processor NEC
8429	Sheet Metal Mechanic
8430	Boilermaker
8432	Shipfitter
8434	Metal Mechanic NEC
8583	Fluid Systems Mechanic
8584	Aircraft Propeller Mechanic
8585	Aircraft and Rocket Engine Mechanic
8586	Aircraft Overhaul

TABLE A-9 (Continued)

DONOL code	Title
8640	Pipe Coverer and Installer
8641	Pipefitter
8642	Plumber
8748	Wood Craftworkers
8750	Carpenter
8751	Shipwright
8752	Patternmaker
8753	Woodmaker NEC
8837	Painter
8901	Telephone Installer and Repairman
8915	Fabric and Leather Mechanic
8917	Instrument Mechanic General
8922	Mason, Plaster, and Roofer
8944	Plastics Craftsman
8945	Printing Craftsman
8954	Facilities Maintenance
8955	Indoor Equipment Mechanic
8956	Air Condition Equipment Mechanic
8959	Fixed Equipment Repair, NEC
8964	Heavy Duty Equipment
8965	Automotive Mechanic
8966	Mobile Equipment Repair, NEC
8974	Weapons Mechanic and Repair
8975	Production Expediter
8982	Equipment Cleaner
8987	Miscellaneous Craftsmen and Mechanics, NEC
9035	Motion Picture Worker
9060	Electric Power Controller
9061	Fixed Equipment Operative, NEC
9063	Mobile Equipment Operative
9067	Ship Operators
9073	Ammunition and Explosives Worker
9076	Warehouse Worker
9077	Packing and Processing
9078	Launderer and Dry Cleaner
9079	Food Service Worker
9081	Store Worker/Personal Services
9083	Preservation Packing
9067	Miscellaneous Operator and Service Worker, NEC

a. Not elsewhere classified

TABLE A-10  
AUCs AND CORRESPONDING PUICs

AUC	PUIC	AUC	PUIC	AUC	PUIC	AUC	PUIC
00186	00188	30780	60376	32682	63901	32682	63901
00344	00334	30803	61581	32690	70092	32690	70092
00768	00788	30817	62381	32712	63886	32712	63886
00929	00927	30829	62588	32726	70092	32726	70092
0580A	0580A	30859	62849	32778	62894	32778	62894
0556A	70240	30860	62849	32791	00011	32791	00011
0557A	70278	30861	62849	32832	68520	32832	68520
0572A	70278	30862	62849	32904	62849	32904	62849
0613A	0580A	30864	62849	32963	00886	32963	00886
08853	00166	30867	62849	33067	63353	33067	63353
09530	09191	30868	62849	33137	66598	33137	66598
09531	09191	30870	62849	33152	66598	33152	66598
30018	00167	30904	63023	33164	61726	33164	61726
30025	00167	30960	63427	33190	68790	33190	68790
30026	00171	31079	70294	33203	62849	33203	62849
30052	00620	31196	70243	33205	62849	33205	62849
30054	00788	31197	70272	33206	62849	33206	62849
30312	63200	31221	63420	33207	62849	33207	62849
30315	63200	31225	62849	33208	62849	33208	62849
30316	63200	31260	00173	33217	62507	33217	62507
30327	62849	31266	63410	33255	61189	33255	61189
30328	62849	31289	00207	33271	00639	33271	00639
30329	62849	31297	65792	33273	68497	33273	68497
30330	62849	31466	00246	33276	00216	33276	00216
30331	62849	31686	00173	33279	60241	33279	60241
30332	62849	31924	00651	33279	63043	33279	63043
30333	62849	32097	62849	33281	00204	33281	00204
30337	62849	32112	00867	33283	60508	33283	60508
30338	62849	32510	66818	33285	00161	33285	00161
30339	62849	32528	66818	33286	61174	33286	61174
30340	62849	32529	66818	33288	00171	33288	00171
30341	62849	32540	68090	33291	66890	33291	66890
30342	62849	32541	68090	33292	00205	33292	00205
30343	62849	32546	68056	33318	63021	33318	63021
30344	62849	32558	00203	33329	00168	33329	00168
30355	32906	32593	68097	33355	00171	33355	00171
30376	32906	32594	68097	35042	62753	35042	62753
30453	62588	32595	68097	35044	62753	35044	62753
30469	63362	32598	68097	35045	62753	35045	62753
30470	63365	32599	68097	35047	62753	35047	62753
30492	00167	32600	68097	35136	70272	35136	70272
30505	00207	32617	00105	35239	68002	35239	68002
30575	00886	32633	68101	35272	70240	35272	70240
30577	00927	32645	00285	35298	68085	35298	68085
30578	00927	32646	00285	35314	62588	35314	62588
30588	00950	32647	00285	35327	00788	35327	00788
30773	00168	32653	65491	35328	70272	35328	70272
30779	60376	32661	63420	35349	65928	35349	65928

TABLE A-10 (Continued)

AUIC	PUIC	AUIC	PUIC	AUIC	PUIC	AUIC	PUIC
35360	68333	39224	60663	42089	62741	42089	62741
35362	68333	39236	63356	42091	62271	42091	62271
35482	62849	39237	63353	42093	60204	42093	60204
35498	68365	39239	63362	42094	60216	42094	60216
35501	68371	39241	63365	42095	60241	42095	60241
35502	68372	39255	60950	42096	60508	42096	60508
35654	68101	39290	60314	42097	60376	42097	60376
35688	60168	39369	68097	42099	62229	42099	62229
35723	68409	41338	68095	42105	63043	42105	63043
35724	68409	41412	57093	42106	60210	42106	60210
35728	68409	41425	68090	42108	63159	42108	63159
35729	68409	41430	60203	42110	63322	42110	63322
35734	66022	41432	68056	42113	6610A	42113	6610A
35743	62947	41472	61690	42114	63094	42114	63094
35744	62947	41515	70272	42115	62661	42115	62661
35749	6008A	41516	70272	42116	63082	42116	63082
35750	6008A	41518	60788	42121	61339	42121	61339
35751	6008A	41529	68520	42130	62661	42130	62661
35759	66023	41607	60167	42132	6581A	42132	6581A
35760	66023	41675	68097	42133	63190	42133	63190
35936	68520	41737	62849	42134	60124	42134	60124
35949	68094	41758	68495	42135	60750	42135	60750
35950	68094	41759	68495	42136	62640	42136	62640
35969	68372	41761	68495	42139	63401	42139	63401
35970	41452	41763	62594	42140	62603	42140	62603
39030	68142	41764	62594	42141	32739	42141	32739
39033	68101	41772	68326	42142	63154	42142	63154
39048	70240	41774	66023	42146	63093	42146	63093
39054	60039	41775	66023	42147	63018	42147	63018
39069	68441	41782	68411	42148	63115	42148	63115
39075	68443	41783	68441	42149	61690	42149	61690
39133	60950	41785	68441	42152	63021	42152	63021
39145	70272	41789	68441	42263	60950	42263	60950
39146	70272	41792	68444	42266	62874	42266	62874
39147	70272	41794	68442	42325	60171	42325	60171
39148	70240	41796	68442	42357	68520	42357	68520
39149	70240	41797	68442	42443	57016	42443	57016
39150	70240	41817	64223	42461	64728	42461	64728
39152	60086	42017	68481	42462	64728	42462	64728
39162	68097	42022	68481	42502	63410	42502	63410
39167	60203	42033	60886	42525	62271	42525	62271
39169	68085	42040	62522	42534	60161	42534	60161
39170	66818	42042	66715	42539	60171	42539	60171
39209	60060	42054	60886	42554	60171	42554	60171
39211	60066	42076	62849	42556	60171	42556	60171
39213	64765	42082	60161	42558	60171	42558	60171
39223	60938	42087	60281	42559	60171	42559	60171

TABLE: A-10 (Continued)

<u>AUIC</u>	<u>AUIC</u>	<u>AUIC</u>	<u>AUIC</u>	<u>AUIC</u>	<u>AUIC</u>
42560	00171	43262	65971	43626	62401
42572	68547	43269	63190	43633	44416
42573	68547	43307	68553	43639	44415
42574	68547	43309	0580A	43640	44415
42575	68547	43322	68632	43641	44415
42815	68552	43323	68632	43644	44415
42816	68552	43328	62481	43663	00038
42817	68552	43330	68547	43744	57025
42826	64728	43337	68585	43751	68438
42827	68553	43338	68585	44014	66612
42828	68553	43340	68628	44196	62664
42851	00948	43347	68628	44286	62401
42975	68585	43350	62388	44287	62401
42976	68585	43353	62388	44288	62401
43014	68594	43382	68639	44289	44416
43043	68585	43384	68639	44302	62766
43044	68585	43385	68639	44303	62766
43045	68585	43386	68639	44304	62766
43048	68598	43387	68639	44305	62766
43049	68598	43397	63325	44306	62766
43050	68598	43398	63325	44310	61577
43051	68598	43399	61339	44311	00236
43052	68598	43400	63325	44312	00334
43057	68604	43401	63325	44313	62481
43058	68604	43404	63015	44314	60087
43060	68260	43405	63015	44315	60200
43064	68606	43406	61339	44316	62876
43065	68606	43407	63015	44319	00207
43081	68609	43408	63015	44321	63042
43082	66609	43409	63015	44322	60259
43083	68609	43412	63015	44323	62507
43084	68609	43422	61339	44324	00296
43085	68609	43423	61339	44325	00188
43094	68612	43424	61339	44326	00246
43095	68612	43426	68322	44329	00620
43100	68612	43427	61339	44331	68212
43101	68598	43428	68322	44334	62856
43102	68598	43429	68322	44383	62688
43104	68604	43433	61720	44386	00245
43105	68594	43459	68754	44387	60028
43106	68598	43462	68756	44388	61552
43114	65931	43463	68756	44402	62254
43118	68553	43465	68644	44409	68438
43148	64619	43466	68644	44413	62401
43152	68604	43467	68644	44417	44416
43259	68437	43623	68754	44435	57087
43261	0612A	43625	62401	44477	66818

TABLE A-10 (Continued)

<u>AUIC</u>	<u>PUIC</u>	<u>AUIC</u>	<u>PUIC</u>	<u>AUIC</u>	<u>PUIC</u>	<u>AUIC</u>	<u>PUIC</u>
4492	00166	61917	68356	62115	68308	62115	68308
44512	09810	61920	68356	62116	68308	62116	68308
44943	63406	61923	68356	62117	68308	62117	68308
44944	00314	61926	68358	62118	68308	62118	68308
45074	63899	61927	68358	62121	68308	62121	68308
45091	68553	61930	68358	62124	68308	62124	68308
45157	00069	61933	68358	62126	68308	62126	68308
45408	00950	61938	68359	62127	68308	62127	68308
45609	62980	61942	68348	62128	68308	62128	68308
46093	00242	61948	68348	62130	68332	62130	68332
52848	62876	61949	68307	62134	68328	62134	68328
52849	66598	61954	68307	62135	68328	62135	68328
53878	66598	61958	68359	62139	68328	62139	68328
53882	55520	61965	68359	62145	68328	62145	68328
55418	55291	61968	68307	62146	68328	62146	68328
57106	57016	61970	68348	62153	68357	62153	68357
60211	00296	61971	68348	62182	00167	62182	00167
60676	68714	61979	68359	62248	68359	62248	68359
61061	63115	61982	68307	62250	68328	62250	68328
61230	43659	61989	68349	62267	68308	62267	68308
61533	00167	61992	68332	62287	68097	62287	68097
61801	68351	61996	68349	62312	0008A	62312	0008A
61803	68351	61998	68332	62333	62753	62333	62753
61804	68351	61999	68329	62364	68351	62364	68351
61815	68351	62028	68331	62375	68356	62375	68356
61821	68351	62031	68330	62378	68329	62378	68329
61823	68331	62034	68330	62686	62401	62686	62401
61835	68351	62035	68330	62701	00178	62701	00178
61837	68329	62038	68332	62706	44415	62706	44415
61842	68329	62040	68332	62748	68359	62748	68359
61843	68357	62044	68349	62757	68330	62757	68330
61844	68357	62054	68332	62772	32867	62772	32867
61845	68308	62058	68349	62818	68350	62818	68350
61846	68357	62069	68322	62845	68166	62845	68166
61851	68357	62077	68348	62880	00014	62880	00014
61861	68357	62078	68348	62952	68329	62952	68329
61863	68357	62080	68330	62973	62863	62973	62863
61866	68351	62084	68330	63052	63082	63052	63082
61868	68357	62094	68329	63096	63082	63096	63082
61870	68331	62095	68329	63238	00178	63238	00178
61876	68331	62100	68330	63243	68359	63243	68359
61878	68329	62103	68350	63249	68307	63249	68307
61910	68356	62106	68350	63255	68307	63255	68307
61911	68356	62107	68350	63257	68307	63257	68307
61912	68356	62109	68350	63267	68359	63267	68359
61915	68358	62111	68350	63341	60938	63341	60938
		62114	68350	63348	60938	63348	60938

TABLE A-10 (Continued)

<u>AUIC</u>	<u>PUIC</u>	<u>AUIC</u>	<u>PUIC</u>
63360	63365	68244	62649
63419	62649	68245	62649
64726	64728	68246	62649
65260	00038	68347	44415
65291	0586A	68449	68307
65296	00066	68465	62306
65571	00651	68469	00171
65589	62760	68472	68292
65767	62362	68527	68357
65965	68520	68548	68547
65995	68520	68549	68547
66047	63115	68550	68547
66124	62362	68551	68547
66128	62661	68554	68553
66231	68330	68555	68553
66278	32907	68556	68556
66307	68307	68557	68553
66315	68331	68580	62285
66319	62649	68602	68604
66386	0067A	68634	68632
66409	68630	68702	68358
66465	62362	68745	68451
66745	00927	68761	00886
66748	61581	70301	63182
66759	00038	70310	70272
66794	00124	81449	62381
66796	00161		
66797	00210		
66811	60028		
66935	00788		
66965	44415		
66967	00060		
66975	00140		
66976	00788		
66989	00175		
66990	61463		
66991	61466		
68023	66715		
68039	00743		
68055	63082		
68111	61581		
68112	00236		
68121	00620		
68123	00639		
68132	00245		
68134	61552		
68174	68350		

TABLE A-11

## CORRESPONDENCE BETWEEN SONs AND UICs

SON	UIC	SON	UIC	SON	UIC
1932	00424	2114	00171	2114	68510
1971	62376	2114	00600	2114	68519
1972	35577	2114	00788	2114	68750
1972	39088	2114	0540A	2117	00183
1972	61339	2114	0541A	2117	00189
1972	65492	2114	42553	2117	0067A
1972	65928	2114	42555	2117	35976
1972	66957	2114	42557	2117	63325
1972	68496	2114	45642	2117	63408
1972	68578	2114	45643	2117	65966
1999	62741	2114	45644	2117	66818
1999	62913	2114	45645	2117	68561
1999	68195	2114	45646	2117	68722
2001	44283	2114	45648	2117	68851
2001	62381	2114	61894	2131	00651
2002	63205	2114	61897	2131	00927
2003	62887	2114	61900	2131	0524A
2006	62430	2114	61901	2131	09083
2006	62573	2114	61903	2131	35241
2006	67001	2114	62285	2131	42358
2006	67389	2114	62401	2131	44282
2006	68093	2114	62450	2131	55481
2006	68410	2114	62643	2131	61552
2022	62795	2114	62844	2131	62589
2023	62204	2114	62907	2131	62769
2028	00215	2114	62908	2131	62770
2028	63209	2114	63011	2131	62807
2071	63081	2114	63023	2131	62808
2090	00109	2114	63039	2131	62814
2090	0708A	2114	63084	2131	62817
2090	32533	2114	63135	2131	62864
2090	45650	2114	63151	2131	62876
2090	60138	2114	63165	2131	63129
2090	62793	2114	63438	2131	63362
2090	63439	2114	66032	2131	63381
2090	68842	2114	66715	2131	65491
2098	43729	2114	66952	2131	66122
2098	62271	2114	67597	2131	67591
2098	63134	2114	68042	2131	68047
2098	65522	2114	68306	2131	68375
2098	66856	2114	68324	2131	68539
2114	00031	2114	68382	2131	68644
2114	00166	2114	68481	2156	33185



TABLE A-11 (Continued)

SON	UIC	SON	UIC	SON	UIC
2156	43331	2177	42608	2181	00288
2156	57014	2177	43314	2181	00383
2156	63032	2177	43632	2181	43631
2156	63143	2177	62447	2181	44416
2156	63346	2177	63449	2181	62576
2156	63437	2177	65538	2181	62767
2161	00173	2177	66955	2181	65916
2161	33194	2177	68391	2185	0463A
2161	33195	2179	00062	2185	0610A
2161	62190	2179	00203	2185	61331
2162	00296	2179	00204	2189	00318
2162	08843	2179	0395A	2256	30949
2162	09517	2179	0432A	2256	62654
2162	66059	2179	0614A	2256	63126
2164	00123	2179	0751A	2256	63200
2169	33187	2179	30929	2256	66630
2169	43333	2179	35697	2257	00259
2169	61217	2179	39231	2257	0546A
2169	62481	2179	45601	2257	0621A
2170	62921	2179	52814	2257	39354
2172	63282	2179	52902	2257	45020
2174	0618A	2179	60936	2257	63116
2174	32732	2179	60937	2257	66022
2174	39228	2179	60939	2257	68056
2174	44962	2179	62229	2257	68853
2174	53863	2179	62412	2259	00197
2174	55421	2179	62651	2259	43636
2174	57034	2179	63082	2259	62424
2174	60673	2179	65114	2260	00018
2174	61414	2179	65889	2260	00063
2174	62152	2179	66412	2260	00069
2174	62761	2179	66413	2260	00075
2174	62896	2179	66452	2260	00168
2174	63021	2179	68142	2260	0498A
2174	63367	2179	68322	2260	0608A
2174	66406	2179	68366	2260	0619A
2174	66408	2179	68441	2260	0622A
2174	67355	2179	68540	2260	31188
2176	00263	2179	68566	2260	32563
2176	60169	2179	68576	2260	32674
2177	00104	2179	68579	2260	32858
2177	00367	2179	68609	2260	62387
2177	35584	2179	68700	2260	62852

TABLE A-11 (Continued)

SON	UIC	SON	UIC	SON	UIC
2260	62936	2267	61463	2271	00232
2260	64223	2267	61720	2271	0349A
2260	65126	2267	61797	2271	09461
2260	66627	2267	62431	2271	09697
2260	70092	2267	62575	2271	30792
2265	00251	2267	62688	2271	35265
2265	45406	2267	62753	2271	53895
2265	55639	2267	63007	2271	60666
2265	68660	2267	63055	2271	60935
2267	00060	2267	63061	2271	62362
2267	00066	2267	63102	2271	62422
2267	00188	2267	63117	2271	62566
2267	0033A	2267	63317	2271	62873
2267	0387A	2267	63376	2271	63099
2267	0586A	2267	63393	2271	63188
2267	0597A	2267	63401	2271	65886
2267	09810	2267	63410	2271	66051
2267	32678	2267	63891	2271	66410
2267	32716	2267	63902	2271	66959
2267	32770	2267	64356	2271	66972
2267	33248	2267	65792	2271	68085
2267	33341	2267	66046	2271	68298
2267	35239	2267	66236	2271	68358
2267	35322	2267	66953	2271	68365
2267	39205	2267	67391	2271	68444
2267	42090	2267	67558	2271	68560
2267	42582	2267	68002	2271	68585
2267	43334	2267	68057	2271	68734
2267	44890	2267	68355	2271	68836
2267	45735	2267	68363	2271	68850
2267	52818	2267	68406	2299	00421
2267	52819	2267	68546	2299	39229
2267	52911	2267	68547	2299	43629
2267	53825	2267	68593	2299	60676
2267	57012	2267	68699	2299	65980
2267	57016	2267	68710	2299	66098
2267	57021	2267	68730	2299	66606
2267	57023	2267	68845	2299	66607
2267	57070	2267	70272	2299	66608
2267	57074	2270	65201	2299	66609
2267	57093	2270	67004	2299	68520
2267	57095	2270	67015	2299	68558
2267	60951	2271	00207	2299	68618

TABLE A-11 (Continued)

SON	UIC	SON	UIC	SON	UIC
2299	68626	2340	68632	2348	68479
2299	68698	2340	68727	2348	68512
2299	68714	2346	60478	2348	68518
2299	68818	2347	43313	2348	68594
2330	00191	2347	60667	2348	68608
2330	62673	2347	62849	2348	68736
2330	65236	2347	62938	2352	00243
2331	62974	2347	63094	2352	67271
2336	00253	2347	63331	2353	00619
2337	00281	2347	68335	2353	68097
2337	09216	2347	68525	2353	68852
2337	09254	2348	00071	2355	00886
2337	09273	2348	00072	2355	0604A
2337	09333	2348	00196	2355	45737
2337	42239	2348	00205	2355	60036
2337	45599	2348	00206	2358	00306
2337	45662	2348	00274	2358	42015
2337	60191	2348	43093	2358	43332
2337	63273	2348	43493	2358	60514
2337	64619	2348	53831	2358	61564
2337	66045	2348	62410	2358	63345
2339	0403A	2348	62419	2358	66144
2339	0404A	2348	62423	2358	68017
2339	0405A	2348	62426	2358	68713
2339	09350	2348	62437	2360	00102
2339	43063	2348	62438	2360	00105
2339	60376	2348	62444	2360	45112
2340	00639	2348	62593	2360	45404
2340	00693	2348	62917	2360	66961
2340	41773	2348	63053	2361	00174
2340	43677	2348	63124	2361	0464A
2340	45045	2348	66863	2361	43628
2340	60002	2348	66898	2361	62640
2340	62425	2348	66956	2361	68636
2340	63093	2348	67016	2363	09103
2340	63101	2348	67021	2363	09335
2340	63111	2348	67596	2363	52955
2340	63115	2348	68199	2363	60200
2340	67290	2348	68200	2363	66050
2340	68011	2348	68307	2365	00014
2340	68260	2348	68327	2365	33192
2340	68348	2348	68359	2365	33193
2340	68367	2348	68412	2365	35997

TABLE A-11 (Continued)

SON	UIC	SON	UIC	SON	UIC
2365	62909	2369	62947	2411	31705
2365	64752	2369	63220	2411	31706
2365	65502	2369	65258	2411	31707
2365	68565	2369	68090	2411	31863
2367	00849	2369	68311	2411	39329
2367	32704	2369	68625	2411	41421
2367	42117	2370	00236	2411	42217
2367	43072	2370	35240	2411	42467
2367	43073	2370	42991	2411	42468
2367	43074	2370	62989	2411	42485
2367	43075	2370	63139	2411	43116
2367	43076	2370	65885	2411	44690
2367	43077	2370	68451	2411	44840
2367	43078	2382	0038A	2411	62695
2367	43103	2382	10151	2411	62980
2367	43643	2382	32779	2411	65116
2367	44967	2382	39292	2411	65146
2367	57053	2382	42145	2411	66123
2367	57055	2382	55212	2411	66142
2367	57056	2382	60201	2411	66760
2367	60028	2382	62670	2411	68499
2367	62448	2382	68709	2411	90553
2367	62639	2396	00681	2415	00221
2367	62705	2396	62594	2415	0063A
2367	62798	2396	68094	2415	41603
2367	62918	2405	00231	2415	42118
2367	63058	2405	00264	2415	42315
2367	63213	2407	66604	2415	63274
2367	63236	2408	00151	2415	63290
2367	66954	2408	65540	2415	66890
2367	66964	2409	00146	2419	00034
2367	67019	2409	65923	2419	42469
2367	67038	2409	66094	2419	60129
2367	68308	2411	00011	2419	62416
2367	68371	2411	00013	2419	62439
2367	68409	2411	00020	2419	62914
2367	68607	2411	30346	2419	62954
2369	43142	2411	30571	2419	68329
2369	43143	2411	31698	2419	68624
2369	43144	2411	31699	2424	00210
2369	43145	2411	31701	2424	00211
2369	43146	2411	31702	2424	00275
2369	62441	2411	31703	2424	0620A

TABLE A-11 (Continued)

SON	UIC	SON	UIC	SON	UIC
2424	30845	2428	55752	2434	62861
2424	33287	2428	61338	2434	65576
2424	60268	2428	62583	2434	66153
2424	60660	2428	66099	2434	66154
2424	60663	2428	68305	2435	62474
2424	60956	2428	68772	2446	32525
2424	62427	2430	0016A	2446	33170
2424	62432	2430	00246	2446	39163
2424	62440	2430	0344A	2446	39307
2424	62443	2430	0345A	2446	43497
2424	62700	2430	0346A	2446	44309
2424	62915	2430	09143	2446	62995
2424	62990	2430	09191	2446	63361
2424	63147	2430	09296	2461	0393A
2424	63211	2430	09425	2461	0394A
2424	65113	2430	09528	2461	0397A
2424	65257	2430	09961	2461	0411A
2424	65786	2430	39037	2461	52813
2424	66625	2430	42356	2461	52838
2424	66692	2430	44496	2461	60508
2424	68092	2430	53824	2487	00228
2424	68326	2430	55236	2487	39221
2424	68330	2430	57025	2487	60669
2424	68349	2430	57094	2487	60671
2424	68369	2430	57100	2487	60895
2424	68679	2430	60259	2487	62161
2424	68849	2430	62021	2487	62759
2425	00213	2430	63013	2487	63349
2425	00267	2430	63018	2487	63358
2425	32698	2430	63037	2487	66423
2425	35497	2430	65888	2487	68309
2425	41904	2430	66064	2487	68378
2425	42609	2430	66065	2487	68610
2425	62892	2430	66459	2489	60258
2425	63425	2430	66656	2489	65870
2425	66400	2430	66894	2490	60042
2425	68638	2430	68046	2494	00167
2427	62383	2431	00311	2495	00038
2428	0537A	2431	0438A	2495	00070
2428	0612A	2431	57026	2495	00314
2428	0760A	2431	62676	2495	00334
2428	43303	2431	65202	2495	00604
2428	55291	2434	60701	2495	00950

TABLE A-11 (Continued)

SON	UIC	SON	UIC	SON	UIC
2495	0545A	2495	68721	2530	00163
2495	0598A	2495	68731	2530	43635
2495	09452	2499	00216	2530	62421
2495	30742	2499	00285	2531	67399
2495	32715	2499	0406A	2534	00140
2495	33011	2499	0407A	2534	00158
2495	39207	2499	0410A	2534	00175
2495	42220	2499	52812	2534	0066A
2495	42917	2499	60938	2534	0605A
2495	43648	2499	63110	2534	39232
2495	44285	2499	68368	2534	43312
2495	45738	2499	68480	2534	43315
2495	45924	2499	68612	2534	43342
2495	55315	2499	68718	2534	45734
2495	57004	2499	68790	2534	55632
2495	57020	2503	00181	2534	61189
2495	57046	2503	35355	2534	62446
2495	57063	2503	45405	2534	62472
2495	57087	2503	55631	2534	62645
2495	57101	2503	62678	2534	62802
2495	60693	2503	65580	2534	62842
2495	61449	2503	65912	2534	63035
2495	62313	2525	0017A	2534	63159
2495	62363	2525	00389	2534	63306
2495	62471	2525	00743	2534	63309
2495	62707	2525	33189	2534	63310
2495	62742	2525	35496	2534	63311
2495	62755	2525	42021	2534	63316
2495	62813	2525	44405	2534	67013
2495	63154	2525	62919	2534	67595
2495	63186	2525	63356	2534	68101
2495	63435	2525	65428	2534	68331
2495	63892	2525	66754	2534	68362
2495	67025	2525	68018	2534	68474
2495	67385	2525	68445	2534	68504
2495	68080	2527	0398A	2534	68592
2495	68098	2527	0399A	2534	68629
2495	68297	2527	09177	2534	68819
2495	68373	2527	09251	2535	60050
2495	68389	2527	32739	2535	62535
2495	68568	2527	43324	2535	66061
2495	68604	2527	63043	2535	67428
2495	68645	2527	63352	2558	00242

TABLE A-11 (Continued)

SON	UIC	SON	UIC	SON	UIC
2558	00244	2571	09519	2667	65779
2558	0488A	2571	33219	2667	68687
2558	30275	2571	41942	2680	62977
2558	30276	2571	43138	2680	66735
2558	32680	2571	66058	2700	09550
2558	32719	2571	66097	2700	31270
2558	35434	2605	35942	2700	32960
2558	39226	2605	60462	2700	33188
2558	39233	2605	63886	2700	33191
2558	44415	2614	00046	2700	43496
2558	60681	2614	43627	2700	44608
2558	60957	2614	43630	2700	55782
2558	62760	2614	60921	2700	57005
2558	63057	2614	63138	2700	62537
2558	63896	2614	63576	2700	62588
2558	65849	2633	61762	2700	62816
2558	66422	2636	64281	2700	63353
2558	66626	2636	65887	2700	66096
2558	68350	2638	00161	2700	68171
2558	68562	2638	00162	2700	68374
2558	70240	2638	60656	2700	68442
2562	00164	2639	62269	2700	68755
2567	43633	2655	00187	2700	70294
2567	61174	2655	62470	2748	55520
2567	62445	2665	00153	2748	57043
2567	62687	2665	35554	2748	60865
2567	62794	2665	39368	2748	60872
2567	63054	2665	39375	2748	61119
2567	63291	2665	41784	2748	61510
2567	63294	2665	45710	2748	61577
2567	63295	2665	55460	2748	61685
2567	63312	2665	62604	2748	61755
2567	64270	2665	62640	2748	62328
2567	65227	2665	65971	2748	62395
2567	65256	2667	00065	2748	62586
2567	65871	2667	30832	2748	62708
2567	68111	2667	62306	2748	62766
2567	67011	2667	63768	2748	63887
2567	68175	2667	65769	2748	66121
2567	68303	2667	65770	2748	68096
2569	57075	2667	65774	2748	68377
2571	00620	2667	65776	2748	68756
2571	00621	2667	65777	2748	70243

TABLE A-11 (Continued)

SON	UIC	SON	UIC	SON	UIC
2749	31261	3232	62874	3304	0402A
2749	35504	3232	63026	3304	09239
2749	43498	3232	65763	3304	43096
2749	62752	3232	67400	3304	60241
2749	62762	3232	68470	3322	0037A
2749	62863	3232	70284	3322	00446
2749	63049	3243	00124	3322	00612
2749	63182	3243	00710	3322	0069A
2749	63357	3243	39235	3322	30467
2749	66101	3243	42166	3322	33254
2749	66600	3243	43079	3322	35238
2749	66670	3243	43099	3322	35324
2800	0347A	3243	60672	3322	39227
2800	09520	3243	62191	3322	43348
2800	42992	3243	62578	3322	43349
2800	60495	3243	62661	3322	43351
2800	63042	3243	62750	3322	43352
2800	66060	3243	63190	3322	43354
2800	66095	3243	63303	3322	44414
2800	68452	3243	65908	3322	52903
2800	68847	3243	66023	3322	55424
2802	00193	3243	66962	3322	57011
2802	62841	3243	68086	3322	61165
2802	63028	3243	68141	3322	61337
2802	68729	3243	68340	3322	61466
2805	00027	3243	68351	3322	62388
2805	33200	3243	68577	3322	62415
2805	67029	3243	68611	3322	62467
2805	67353	3247	45635	3322	62603
2848	00867	3247	63427	3322	62653
2848	33186	3247	65440	3322	63051
2848	43356	3247	68691	3322	63210
2848	66833	3272	09356	3322	63322
2848	70283	3272	62507	3322	63899
2896	60530	3272	66021	3322	65999
2896	60824	3272	70278	3322	68084
3231	39353	3299	67017	3322	68356
3231	63152	3299	67439	3322	68364
3231	63394	3299	67443	3322	68411
3231	65913	3299	68332	3451	00061
3232	31677	3299	68522	3451	31671
3232	32831	3304	0400A	3451	41575
3232	62254	3304	0401A	3451	43499



TABLE A-11 (Continued)

SON	UIC	SON	UIC	SON	UIC
3451	57032	4010	0765A	4251	62367
3451	62522	4010	35243	4251	62665
3451	62539	4010	43666	4251	62786
3451	62558	4010	44634	4251	62789
3451	62585	4010	45598	4251	65117
3451	62745	4010	57006	4252	00101
3451	63073	4010	61581	4252	00129
3451	63395	4010	62404	4252	00702
3451	63409	4010	62649	4252	00750
3451	63429	4010	62735	4252	0348A
3451	63877	4010	62758	4252	30947
3451	65493	4010	62826	4252	30948
3451	65852	4010	62836	4252	32615
3451	66691	4010	63365	4252	32616
3451	68720	4010	63878	4252	32707
3451	70295	4010	65115	4252	35493
3504	00255	4010	66120	4252	35977
3504	00406	4010	68212	4252	39222
3504	33293	4010	68292	4252	41687
3504	43136	4010	68376	4252	43339
3504	43137	4010	68495	4252	43341
3504	43139	4010	68639	4252	43343
3504	43140	4011	62613	4252	43344
3504	43326	4022	61751	4252	53823
3504	55221	4074	63005	4252	55429
3504	55540	4153	62879	4252	60087
3504	62429	4198	68462	4252	61115
3504	62449	4216	42296	4252	61726
3504	62703	4216	43150	4252	62409
3504	62799	4216	45105	4252	62414
3504	63217	4216	63402	4252	62435
3504	63339	4216	68095	4252	62911
3504	63342	4216	68436	4252	63038
3504	63355	4216	68437	4252	63981
3504	65198	4216	68438	4252	66596
3504	65497	4216	68613	4252	68316
3504	65575	4219	66001	4252	68317
3504	68106	4219	68221	4252	68357
3504	68328	4221	00245	4252	68402
3504	68372	4221	62888	4252	68570
3504	68443	4221	63387	4252	68628
3504	68742	4221	65918	4294	00015
3504	70273	4221	68222	4294	31220

TABLE A-11 (Continued)

SON	UIC	SON	UIC
4294	41745	4336	79087
4294	62930	4337	00247
4294	63285	4337	0025A
4294	63420	4337	00948
4294	66598	4337	0388A
4294	68166	4337	31954
4334	68693	4337	42852
4336	00019	4337	43304
4336	00023	4337	45600
4336	00024	4337	55304
4336	00025	4337	55522
4336	00030	4337	57022
4336	00032	4337	57062
4336	00037	4337	61665
4336	00039	4337	61690
4336	00079	4337	63015
4336	00179	4337	63406
4336	33025	4337	68003
4336	42191	4337	68370
4336	42192	4337	68401
4336	42193	4337	68524
4336	42200	4337	68553
4336	43358	4337	68725
4336	43359	4338	62791
4336	43360	4338	65584
4336	43361	4339	42237
4336	43362	4340	68248
4336	43381		
4336	43736		
4336	44350		
4336	44691		
4336	45613		
4336	45614		
4336	45615		
4336	62477		
4336	65118		
4336	66865		
4336	68346		
4336	68381		
4336	68689		
4336	68817		
4336	68838		
4336	68860		

TABLE A-12

DEFINITIONS OF PAY PLANS<sup>a</sup>

## General Schedule (White-Collar) Occupations

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AD	Administratively Determined Rates
AG	Direct Hire Foreign National Employees in graded-type positions similar to positions in the General Schedule
CZ	Canal Zone General Schedule type positions
DA	Demonstration Administrative
DG	Demonstration General
DP	Demonstration Professional
DS	Demonstration Specialist
DT	Demonstration Technical
EC	Experts and Consultants <sup>b</sup>
ED	Expert <sup>b</sup>
EE	Expert <sup>c</sup>
EF	Consultant <sup>b</sup>
EG	Consultant <sup>c</sup>
EH	Advisory Committee Member <sup>b</sup>
EI	Advisory Committee Member <sup>c</sup>
ES	Senior Executive Service
EX	Executive Pay
FD	Foreign Defense Schedule
GM	General Schedule Employees covered by Merit Pay
GS	General Schedule
GW	Student Aid Employment under Schedule A, Section 213.2102(W), classified and paid at GS rate
IG	Indirect Hire Foreign Nationals
MO	Canal Zone Manual Nonsupervisory
MS	Canal Zone Manual Supervisory
NM	Canal Zone Nonmanual
ST	Scientific and Professional (10 U.S.C. 1581 type)
SZ	Canal Zone Special Category-type positions
YV	Summer Aid Employment under Schedule A, Section 213.3102(V)
YW	Student Aid Employment under Schedule A, Section 213.3102(W) paid at a special rate under agency authority

## Federal Wage System (Blue-Collar) Occupations

IU	Indirect Hire Foreign National Employees
NU	Direct Hire Foreign National Employees in ungraded-type positions similar to Wage Service positions
WD	Nonsupervisory Wage Grade Production Facilitating positions
WG	Nonsupervisory Federal Wage System
WI	Printing and Lithographic Pay Schedules, Washington, D.C., metropolitan area

TABLE A-12 (Continued)

Federal Wage System (Blue-Collar) Occupations (Continued)

WL	Leader Pay Schedules, Federal Wage System
WM	Maritime Pay Schedules
WN	Supervisory Wage Grade Production Facilitating positions
WP	Printing and Lithographic Pay Schedules, outside of Washington, D.C., metropolitan area
WS	Supervisory Pay Schedules, Federal Wage System
WT	Apprentice and Shop Trainee Schedules
WW	Student Aid Employment under Schedule A, Section 213.3102(W) classified and paid at a regularly established rate under a Wage System
WZ	Canal Zone Wage System-type positions
XD	Printing and Lithographic Nonsupervisory Production Facilitating
XL	Printing and Lithographic Leader
XN	Printing and Lithographic Supervisory Production Facilitating
XP	Printing and Lithographic Nonsupervisory
XS	Printing and Lithographic Supervisory

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a. Source: *Personnel of the Naval Shore Establishment*

b. 5 U.S.C. 3109.

c. Authorities similar to 5 U.S.C. 3109.

END

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